

BIRD'S NEPONSET REVIEW

VOLUME 26 - 1938

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXVI NO. I

FEBRUARY 1938



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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Vice-Chairman, CHARLES S. BIRD, JR.

President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting

Vice-Presidents

ELMER H. BARTLETT

PHILIP H. BAILEY

Directors

PHILIP R. ALLEN

AXEL H. ANDERSON

PHILIP H. BAILEY

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CHARLES S. BIRD, JR.

CHARLES W. CONRAD

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GEORGE C. LEE

EDWIN M. LINES

JOHN R. MACOMBER

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BENJAMIN D. ROGERS

ALLEN H. RUSSELL

H. EUGENE SAWYER, JR.

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Assistant Secretary and Treasurer, W. C. AHLGREN

Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, H. S. WHITNEY

Purchasing and Traffic Agent, A. H. RUSSELL

Assistant Purchasing and Traffic, M. J. HAWKINS

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Director of Research, E. M. LINES

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Manager Eastern Division, W. E. HALE

Manager Central Division, S. C. TRAUDT, JR.

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Manager Southwestern Division, R. D. PETERSON

Sales Manager Flooring Division, H. E. SAWYER, JR.

Field Manager, A. V. GARLAND

Sales Manager Box Division, C. H. ANDREWS

Assistant Sales Manager, G. L. STUDLEY

Sales Manager Carton Division, A. M. CLAFFEE

Sales Promotion Manager, L. S. WRIGHT

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Director of Manufacturing, C. W. CONRAD

Assistant to Director of Manufacturing, P. N. HILLS

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R. A. WILKINS

Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Superintendent Felt Division, T. G. HENDERSON

Assistant Superintendent, R. H. SALISBURY

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Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. J. BRADLEY, JR.

Chief Research Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Western Manufacturing Manager, J. G. YOUNG

Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

Chief Chemist, J. F. COMISKEY

Assistant Superintendent Shreveport Plant, C. J. HARVIN

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROOKLYN, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY,
MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD'S NEPONSET REVIEW

VOL. XXVI

FEBRUARY, 1938

No. 1



Prize-winning suggestors met with the Executive Committee to receive their checks on the morning of January 19. Left to right: Fred Jonah, Paper Machines, P. H. Bailey, Vice-President, Howard Bearce, Roofing Plant, Charles Chorlton, Jr., Roofing Plant (winner of Best Suggestion Award), C. W. Conrad, Director of Manufacturing, C. S. Bird, Jr., Chairman of the Executive Committee who presented the awards, B. H. Roberts, President, Ernest Field, No. 2 Box Shop, E. H. Bartlett, Vice-President, Carl Hilton, Flooring Plant.

\$440.00 In Suggestion Awards

Lucky Winners Presented Checks by Mr. Bird on January 19

CHARLES CHORLTON, JR., Roofing Plant Machinist, won the \$100 award for the best suggestion in 1937, which gives him the unusual distinction of winning the highest award two years in succession; as he also won the award for the second best suggestion two years ago and received a special award three years ago, this makes the fourth successive year that Mr. Chorlton has appeared before the Executive Committee to receive a special suggestion prize.

The awards were presented this year by Mr. Bird on January 19 in the Directors' Room. Mr. Chorlton's

prize winning suggestion was—"Re-Grinding Knives on Hex and Art Wall Dies." It saves a considerable amount of money annually for the Roofing Plant.

The second best suggestion of the year, winning the \$50.00 award, was—"Method of Improving the Grinding of Paint", by Carl Hilton, Flooring Plant. By use of a special ductor blade, three grinding operations are reduced to one, and in addition the quality of the paint is improved.

Two Chicago suggestions tied for the award of \$25.00 for the third best suggestion of the year. Both suggestions were, therefore, awarded

\$25.00 each. They are—"New Type Coating Sleeve" by George Heugel, which prevents splashing at the Coating Pan and thus saves scrap material; "Repair 3-in-1 Slot Knife Holders" by Edward Moore. This saves in the cost of the holders used, makes an improvement in the condition of the holders, and a saving in the number of knives used.

Special awards on these same suggestions were made as follows:

\$50.00 to Charles Chorlton, Jr., and \$20.00 each to Carl Hilton, George Heugel, and Edward Moore. This completed the list of 1937 suggestions,

Three suggestions from other years had shown better savings than were first anticipated, and the following special awards were paid on these:

\$100.00 to Howard Bearce, Roofing Crushing Plant, for his suggestion "Chute from Chimney Breaching to Screw Conveyor". By use of this chute a large amount of granules is saved from going into waste every day. Mr. Bearce received a special award of \$35.00 on this suggestion in January 1936, but additional savings since then entitle him to this larger award now.

\$15.00 to Ernest Field, No. 2 Box Shop, for his suggestion—"Glue Deflectors with Brass Inserts for FXRM #13". When this was accepted in December 1936, no definite savings could be estimated, but it has since been found that there is a substantial saving to the company.

\$15.00 to Fred Jonah, Paper Machine, for his suggestion "Adjustable Pulley at Belt on DFGM #2". This suggestion received a special award of \$15.00 at the annual award meeting last year, but since then actual savings have shown this to save more money than was expected.

All of the East Walpole and Norwood men were present to receive their awards in person. The Chicago checks were mailed to the lucky winners at that point.

In presenting the awards, Mr. Bird spoke briefly about the difficult problem of managing a business, building a successful business, and keeping it successful through constant attention to improved methods and efficient operation. He spoke of the large number of suggestions that have been entered since the plan was first started more than 25 years ago and said that ideas like these were what every company needed all the time.

Match Box Holders

SINCE printing the article in the October issue giving the list of men who still carried their safety match box holders, we have learned of four other Bird & Son workers who still use these after more than ten years. They are Alvah Bridgham, #2 Box Shop Printing Department; Lawrence Balduf, Beater Room; Herman Nordstrom, Paper Machines; and Lyman Small, Flooring Plant.



The Two Chicago Winners, Edward Moore and George Heugel

Xmas Mistletoe Travels 2000 Miles

ONCE a year, on the afternoon before the Christmas holiday, an innocent looking packing box is opened at our East Walpole office, and for the next two hours the entire office goes wild. Sprigs of holly decorate everybody's desk and mistletoe sprouts in every doorway and from many overhead lights. It's no day for the bashful and timid to be out—it's definitely a day for everyone to seize his opportunity, and from all we have been able to observe all of the "opportunities" get "seized" under the mistletoe several times.

All this is in good fun, and it is fast becoming a tradition at our office. But out in Waterloo, Arkansas is a man who gets just as big a kick out of gathering the holly and mistletoe and sending it on to us as we in East Walpole do in receiving it. His name is Jess Hays, Pipe Line Foreman for The Berry Asphalt Company.

Jess's father has a 600-acre farm on which holly grows in abundance and Jess gets the holly each year from several select trees. Holly grows on the company property out

there but none of it is sent to East Walpole because Jess's father has such a plentiful supply of his own. We understand that when Jess starts gathering holly the cotton pickers on Mr. Hays' farm become holly pickers until Jess gets all he wants.

Mistletoe is a parasite plant growing most anywhere. In the vicinity of Waterloo it is found mainly in the top of oak trees. It is spread from tree to tree by birds, who are fond of the seeds and hide them in top branches for future use, where in due course of time the seeds sprout and grow into new plants.

Holly and mistletoe are both something like farm crops. Some years there are bumper crops and other years, only scarce supplies. This last Christmas both crops were fine, but a year ago in 1936 the mistletoe was scarce and the holly was not as pretty as in 1937.

After the holly and mistletoe are gathered, Jess brings it to Waterloo, packs it and sees that it is mailed. To say that East Walpole appreciates this Christmas present is putting it mildly. It would hardly seem like Christmas here now if that package from Waterloo should fail to arrive. So thanks to Jess Hays, and thanks also to Bill Liechty who sent us this interesting story.

Executives Take Cruise

As we go to press, Mr. and Mrs. B. D. Rogers, and Mr. and Mrs. A. H. Anderson are just returning from a twelve-day cruise to the Canal Zone. They sailed from New York on the S. S. Columbus of the North German Lloyd Line on January 8, and twenty-four hours later had shed winter coats and were enjoying to the full a winter cruise in Southern waters. They stopped at Kingston, Jamaica, Cartagena, Colon, Panama and Havana. The trip from Colon to Panama City, which is on the Pacific side of the Isthmus, was made by train. At Havana they were met at the ship by a brother-in-law of Mr. Albert Eckert of our Statistical Department, Mr. Adrian, and taken to dinner at his home.

Returning to New York on Thursday, January 20, they stayed in the city until Saturday, bidding good-bye that day to Miss Pauline Rogers and Mrs. G. R. Wyman, wife of our former Manufacturing Manager, who sailed for California and Hawaii.

The Credit Union Carolers — Velma Cobb, Catherine Hennessy, Ethel Murray and Ann Rozuck — who exchanged gifts and had a Christmas Party of their own on the day before the Holiday.





Our New EMBA officers for 1938, Kenneth G. Rouillard, President, and Paul A. Guttormsen, Vice President.

Annual Meeting of Benefit Association

KENNETH ROUILLARD, of the East Walpole Planning Department, was elected the new President of the Bird & Son, inc. Employees Mutual Benefit Association at the 37th Annual Meeting of the Association, attended by 67 members in the East Walpole Brigade Room on Tuesday, January 11. Paul Guttormsen, Chief Engineer, was elected Vice President and Mario Boragine and Albert W. Smith were re-elected Treasurer and Secretary respectively.

The Investigating Committee, which has been the same for the past three years, has a new member, Frank Eisenhauer, Printing Department, who replaces Frank Whitehead. The other members remain the same, namely: Edward Geraghty, Roofing Plant; Bertho Chandler, Hospital; Lyman Small, Flooring Plant; John J. White, No. 1 Box Shop.

John Maitland, Maintenance Department; James Dowling, Office; Herbert Nordstrom, Paper Machines were elected to the Nominating Committee for 1938.

Mr. Whitehead, who now leaves the Committee, has been a faithful and efficient member for the last 13 years. He was first elected in 1925.

Annual reports from the offices and from the various Divisions indicate that the Association is growing and continuing its fine service to the community. The membership is now 2420—an increase of 155 over a year ago. The Secretary's report for all Divisions showed that there had been 15 deaths during the year, 8055 days benefit collected by 254 different members, 11 of whom had completed

the full benefit period. A number of Thanksgiving and Christmas baskets and baskets of fruit were given out during the holiday season.

It was voted to continue membership in the Norwood Hospital, and a special vote of thanks was given to Bird & Son for its financial assistance during the year.

ANNUAL STATEMENT BIRD & SON, inc. E. M. B. A. December 31, 1937

RECEIPTS	
Dues.....	\$21,693.80
Contributions.....	27,055.76
Dividend on Investment.....	3,366.07
Dividend on Insurance Premiums.....	13,899.62
Entrance Fee.....	348.00
Refund of Insurance Premiums.....	85.41
Neponset Credit Union.....	2,000.00
Boston Metropolitan District.....	2,050.00
Lincoln Cooperative Bank.....	.60
Special Fund.....	22.00
Aluminum Co. of America.....	1,030.00

Cash, January 1, 1937.....	\$71,551.26
	1,431.02
	\$72,982.28

DISBURSEMENTS	
Sick Benefits.....	\$15,031.00
Insurance Premiums.....	30,759.94
Physicians' Fees.....	11,962.05
Investments.....	9,816.95
Interest.....	18.73
Salaries.....	610.00
Neponset Credit Union.....	2,000.00
Norwood Hospital.....	100.00
Thanksgiving and Xmas Baskets.....	267.79
Donation Field Day.....	300.00
Expenses.....	93.39
Refund of Dues.....	11.60
Waterloo Emergency Fund.....	100.00
Death Benefit.....	250.00

Cash on hand December 31, 1937..	\$71,321.45
	1,660.83
	\$72,982.28
Net Assets December 31, 1936....	\$86,253.00
Net Assets December 31, 1937....	88,318.16

Gain..... \$ 2,065.16
Mario A. Boragine, Treasurer,
Benjamin D. Rogers, Financial Secretary

Sales Corporation Dissolved

EFFECTIVE January 1, 1938, the Bird Floor Covering Sales Corporation was dissolved and went out of existence.

The Division which was first established in 1925 has handled all the activities of our Floor Covering Sales for the past 12 years.

The work is now being taken over by the Flooring Sales Division of Bird & Son, inc. The change was purely a routine matter and it did not affect our customers in any way.



By Frank Eisenhauer

AT the First Aid Club this past month we had an old friend, Mr. George P. Johnson, with us who showed us the new traction splints and bandages which we all had the opportunity of trying.

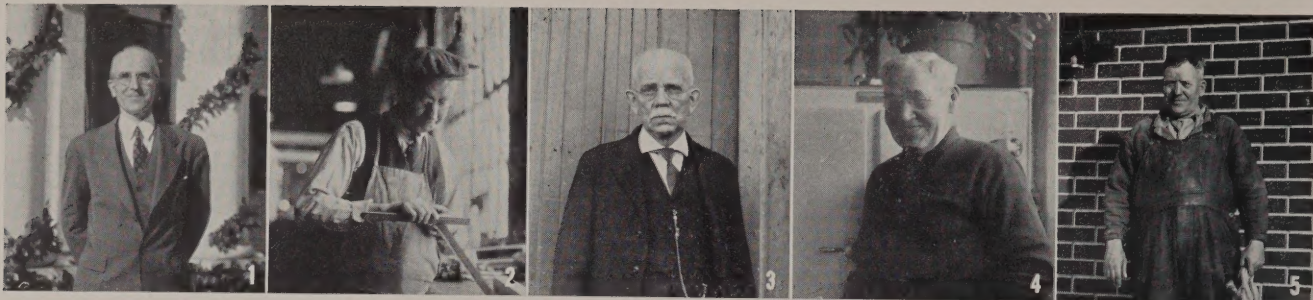
Lyman Small was also with us as a guest, and he said he was more than glad that he was present. He enjoyed Mr. Johnson a lot, and felt it was an evening well spent. A rather small crowd attended, but those who were present all agreed that those who were not there missed a lot.

First Aid has now become a regular part of the program in the Fire Brigade meetings. At the last East Walpole meeting we conducted a stretcher drill, which went very well. These instructions are now being carried on in a big way at the Main Mill and Floor Covering Fire Brigade Meetings. We are not trying to conduct a full course, but are showing the men the important things to do in cases of accidents—whether in the Mill or at home.

The spirit and enthusiasm shown by these two Brigades proves that they appreciate the opportunity that has been extended to them.

Friends of Ray Young, formerly of East Walpole, now of Chicago Office, will be interested in this picture of Bobby Young, Ray's boy. It looks as if Bobby was enjoying life in the Big City all right.





Five old timers who celebrate important anniversaries this year — 1 — Henri Davenport, Asst. Treas., completed forty years of faithful service with the Company on January 1, 1938. 2 — Henry Hartig, Carpenter, is our oldest worker in active service on the February Veteran List. He completes thirty-three years with us on February 21. 3 — James Kivlan, Stock Transfer Clerk, completes forty-six years with us on March 30, and is our oldest active worker on the March list. 4 — Emanuel Johnson, Janitor and "Milkman" completes forty years on March 11. 5 — On March 4, John Mattson, Roofing Millwright, completes thirty years with us.

Veterans' Service List

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during February and March, and of those who complete twenty or more years' service during these months:

FEBRUARY

	Years	
Thos. P. Maguire	2- 3-1880	Retired 58
Henry Hartig	2-21-1905	Maintenance 33
Martin Lambine	2- 1-1910	Retired 28
Alice Field	2-27-1911	Main Office 27
Fred Nordblom	2- 2-1914	Flooring Plant 24
B. R. Taylor	2-16-1914	Purchas. Dept. 24
Peter Nielson	2- 7-1916	Box Shop 22
James Loughman	2-10-1916	Roofing Plant 22
John E. Curran	2-11-1916	Paper Mill 22
Wm. F. Murphy	2- 5-1917	Box Shop 21
Charles D. Rafuse	2-12-1918	Maintenance 20
Arthur Johnson	2- 5-1923	Box Shop 15
Joseph Jalea	2- 6-1923	Flooring Plant 15
Leslie Fillmore	2- 7-1923	Flooring Plant 15
Ralph Kemp	2-13-1923	Roofing Plant 15
Harry Dresser	2-19-1923	Roofing Plant 15
Francis Curran	2-23-1923	Box Shop 15
Alma Walsh	2-26-1923	Box Shop 15
Coleman Conroy	2-27-1923	Paper Mill 15

Chicago

William W. Wilson	2- 9-1913	Mgr. Western Sales Division 25
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Phillipsdale

Willie Banks	2- 6-1910	28
Joseph Farrell	2-21-1913	25

Canada

Miss L. T. Dick	2-15-1910	Montreal, Quebec Office 28
Miss E. Archambault	2-18-1923	Montreal, Quebec Office 15
J. Mck. McHardy	2- 6-1923	Montreal Plant 15
W. Smylie	2-16-1911	Hamilton 27
A. N. Allan	2- 1-1923	Hamilton 15
O. J. Picher	2- 1-1917	Pont Rouge 21
A. J. Grimard	2-16-1917	Pont Rouge 21
A. E. Roberge	2- 6-1928	Pont Rouge 10
L. J. Marcotte	2-15-1928	Pont Rouge 10
G. J. Hardy	2-16-1928	Pont Rouge 10

MARCH

	Years	
James Kivlan	3-30-1892	Paper Mill 46
Emanuel Johnson	3-11-1898	Maintenance 40
William J. Quinn	3- 9-1900	Paper Mill 38
Bartley O'Donnell	3- 1-1905	Maintenance 33
Harry Bellew	3-10-1907	Roofing 31
John S. Mattson	3- 4-1908	Roofing Plant 30
William Morrissey	3-29-1910	Maintenance 28
Ivar Lindquist	3- 3-1911	Roofing Plant 27
Felix Thompson	3-10-1911	Paper Mill 27
John Peza	3-13-1911	Roofing Plant 27
Salvatore Lacivita	3- 8-1912	Roofing Plant 26
William Quinn	3-21-1912	Box Shop 26
Camillo DePlacido	3-22-1912	Roofing Plant 26
John Broadley	3- 2-1915	Maintenance 23
John J. Foley	3-18-1915	Paper Mill 23
Eric Carlson	3- 7-1916	Paper Mill 22
Stanley Alukonis	3- 7-1916	Roofing Plant 22
James Wilkes	3-10-1916	Box Shop 22
Michael Yasionis	3- 5-1917	Paper Mill 21
Tony Yuhasky	3-26-1917	Paper Mill 21
A. J. McDonald	3-29-1917	Maintenance 21
Victor Grant	3- 3-1923	Flooring Plant 15
Steve Barron	3- 5-1923	Paper Mill 15
John Malocurio	3-22-1923	Flooring Plant 15

Michael Curran	3-28-1923	Power & Steam 15
Samuel H. Kelley	3-12-1928	Flooring Plant 10
Muriel McDonald	3-20-1928	Office 10
Chas. Sumner	3- 1-1933	Office 5
LeRoy Cobb	3-13-1933	Box Shop 5
Edward Costello	3-13-1933	Paper Mill 5
Ed. Fitzhenry	3-16-1933	Office 5
John J. Sigmund	3-20-1933	Box Shop 5

Chicago

Gus Cranford	3-13-1928	Plant 10
Francis Harvey	3-31-1933	Plant 10

Phillipsdale

Henry Phelps	3- 7-1909	29
Helge Holter	3- 4-1912	26

Canada

E. J. Taillefer	3- 1-1917	Montreal 21
H. Girard	3-17-1918	Montreal 20
J. A. W. Miles	3- 5-1923	Montreal 15
T. Nisbett	3- 1-1911	Pont Rouge 27
R. J. Piche	3- 4-1917	Pont Rouge 21
Albert J. Frenette	3- 1-1923	Pont Rouge 15
A. C. Deslisle	3-26-1928	Pont Rouge 10



By Leo Bernier

THE Glee Club continues preparation for a concert to be given sometime in April. The Christmas Concert was enjoyed by approximately seven hundred Bird Club members and friends. The singing of the Club on this occasion was very commendable and many people in the audience were pleasantly surprised with the excellence of the program. Many letters expressing appreciation of the Glee Club's performance were received from those attending.

* * *

The Club is being introduced gradually to more difficult selections. Of these, the Welsh Chorale, Laudamus arranged by Owen-Prothero, is an inspiring piece, and although very well done by the Club at the Christmas Concert, with further perfecting of some points, it will be one of the Club's most effective numbers. Other selections which are sure to interest the audience are, On Wings of Song, Finale from "The Gondo-

liers," The Pilgrims Chorus from Tannhauser, and the popular negro spiritual Heav'n-Heav'n, by Burleigh.

* * *

It is to be hoped that everyone who enjoys good music will watch for further announcement regarding the Spring Concert of the Glee Club, attend the concert and hear some fine singing.

* * *

The members of the Glee Club are to be commended on their fine work. Their ability to sing so effectively, the type of selections now being done by the Club is the result of perseverance and interest. Their enthusiasm and the fine leadership of Henry Jackson Warren, has given the Bird Club a male chorus which is beginning to make a name for itself in musical circles. Another season should have this group numbered among the best of the younger Glee Clubs of the state.

* * *

Edgar Grout and Charles Farrar supported by the Club, were excellent in the old "Traditional" carol "Good King Wenceslas" at the Christmas Concert. Mr. Achilles, playing a group of piano selections, gave a masterful and most pleasing performance.

"Spudgie", coal-black cocker spaniel of Frank Eisenhauer, Printing Department. We agree with you, Frank — he is O.K.



RECORDS Broken at Paper Mill and Box Shop

Two remarkable records have been made recently—one at the Corrugated Combiner, No. 1 Box Shop, and the other on No. 2 Paper Machine.

The S. M. Langston Company of Camden, New Jersey, makers of our Corrugated Combiner, recently offered a series of prizes for unusual records made on their machines by concerns all over the country. Our corrugated machine entered the competition and on December 8 made a remarkable ten hour run which broke all previous mill records and won a \$25.00 prize in the contest.

The record was made by two crews, one working 8 hours, the other 2. During that time 899,540 square feet or 132,480 linear feet were made, with only 1.6% waste. The best hour of the run showed production of 99,305 square feet or 14,640 linear feet with only .6% waste.

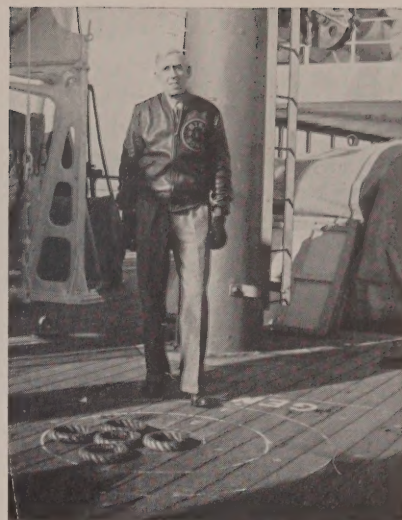
The men on these two crews were: Edgar Ross, Thomas Paquette, Patrick Sylvester, Axel Hertzberg, John Dixon, John Donahue, John Yadi-
sneria, Richard Sprague, Bennie Pal-
leiko, Esko Gronroos, Lawrence

Hassler, Martin Connolly, James Ellis and George Klimauskas.

More recently, on January 4, 5 and 6, an equally remarkable run was made on No. 2 Paper Machine when 105 tons per day were averaged for those three days. When the machine was rebuilt, the maker gave us an estimate of 85 to 90 tons as maximum tonnage for twenty-four hours, and needless to say, when he called recently at Mr. Wilkins' office, he was dumbfounded to hear what had actually been accomplished.

The men who made the record, including the beatermen, and the shartle breaker men who furnished the stock, are: Kimble McEwen, Adelar Blais, Edward Feeney, Robert Mattson, Joseph Rosevich, Walter Bisdnack, Henry Botsch, Edward Sullivan, James Mulkern, Lewis Keddy, George Barton and Edward Hardy on the machines; Patrick Coughlin, Gareth Rouillard and John Leston in the Beater Room; and at the Shartle Breaker Sorting Department, Thomas Coyne, Michael Connors, Joseph Jurgelevich, William Lewicki, Ernest Frank, Julian Borowko, Victor Jankowski, George Stone and Michael Kozloski.

The Lube Tower at Berry Asphalt Company in Waterloo. It is contraptions like these that take the crude oil and distill it into lubricating oil for machinery.



Last Fall John H. White, Roofing Plant, took a pleasure trip to Scotland, England and Ireland. Here he is wearing his snappy Soccer Jacket aboard the SS Tuscania.

our goal for 1938 to reduce home accidents of Bird & Son workers.

Here are some general suggestions for February:

Watch out for the following:

1. Slippery floors and sidewalks.
2. Unsafe ladders and step ladders.
3. Objects left lying on floors and stairways where someone may fall over them.
4. Broken or loose stairs.
5. No handrails on stairs.
6. Electric cords, plugs and sockets in poor condition.
7. Electric light fixtures and switches near sinks and tubs not insulated. (Danger of someone reaching to turn light on or off while one hand is on faucet and getting electric shock.)
8. Gas leaks. Never look for one with a match or candle. Call for a gas company service man. If the leak is serious, shut off the gas at the meter.
9. Never permit the use of gasoline or naphtha for cleaning inside the house.
10. It is always dangerous to carry scalding water about the house in open pails.
11. Never run automobile engine in closed garage.

Don't forget the safety suggestions on the back of your Bird & Son Safety Calendar. Each month offers many practical ideas.

Home Hazards

HAVE you an "Ozzie" in your home?

"Ozzie" typifies all that is dangerous and clumsy in industrial work; posters of him have been on our bulletin boards. He uses unsafe tools and rickety step ladders, he doesn't watch where he is going.

Most of us by this time have learned that we can't imitate "Ozzie" very long and still hold our jobs.

But foolish, careless acts can be just as dangerous in the home as at work. In fact, more accidental deaths occur from injuries received at home than from any other cause except motor vehicles.

In this, and succeeding issues, of the "Review" we shall publish suggestions for avoiding accidents in the home. It's good "dope" for all the family to read this. Let's make it

FACTS of Interest About SHREVEPORT

WE'VE told you about our new Shreveport plant. Here are a few very interesting facts about the city of Shreveport recently issued by the Shreveport Chamber of Commerce. These facts were recently sent out in a bulletin to our Roofing Division salesmen, but they are worth repeating here for all to read.

1. Shreveport is 102 years old but will not celebrate its 100th birthday for two years more. It was founded in 1835 but was not incorporated until 1839.

2. In 1930 Shreveport was the 117th city in population in the United States.

3. Shreveport is a particularly clean city because of the exclusive use of natural gas as a fuel for heating. Not a single ton of coal or coke is used by any Shreveport home or commercial concern.

4. No depositor in any Shreveport bank has ever lost a single dollar of his or her deposit. This record cannot be equaled by many, if any, other cities.

5. Shreveport donated the 22,000 acre site on which is now located Barksdale Field—the world's largest airport. The area within the corporate limits of Shreveport is only half as large as the total area of Barksdale Field.

6. Shreveport is the only city in the United States of that name.

7. Centenary College, founded in 1825 and located in Shreveport, is the oldest college west of the Mississippi River.

8. The Shrine Hospital for crippled children, located in Shreveport, was the first one built by the Shrine in the United States.

9. Shreveport is located exactly half way by highway between the capital of the United States and the capital of Mexico. From Shreveport to Washington, D. C. is 1313 miles. From Shreveport to Mexico City is 1313 miles.

10. There are 28 separate and distinct oil and gas fields located in the area within 75 miles of Shreveport. This area is the largest oil and gas producing area in the United States.

11. The East Texas Oil Field, located just 60 miles west of Shreve-

port, is the world's largest and has over 24,000 producing wells. This field has produced since 1930 over 1,000,000,000 barrels of oil.

12. The proven oil reserves of Texas, Oklahoma, Arkansas and Louisiana exceed 7,300,000,000 barrels, and Shreveport is at the center of this area.

13. The population of Shreveport in 1930 was 76,655. The estimated population today is 102,000. The area within 150 mile radius of Shreveport has a population of 2,500,000.

14. Bank deposits in the three Shreveport banks total over \$62,000,000.00.

15. There are 155 manufacturers located in Greater Shreveport employing over 5000 people and manufacturing a variety of products valued at \$40,000,000.00.

16. Shreveport has both day and night air mail, air passenger and air express service. It is 12 hours to New York by air and about 11 to Los Angeles.

Card of Thanks

I wish to thank my friends at Bird & Son, inc. for the flowers and cards sent me during my recent illness.

Genevieve F. Kennedy

This sign greeted workers at the entrance to the Roofing Plant during Fire Prevention Week in October. Herbert Jepson, Assistant Chief at the Roofing Plant is standing beside the sign.



One Lost-Timer

In January

JOHN COSTELLO, Corrugated Finishing Department, No. 1 Box Shop, fractured his left foot on January 6. While the press had shut down temporarily to straighten out a jam in the feed hopper, Costello went up on the machine to tack down a plate. He did this without throwing off the main switch, which should be done according to instructions. A few moments later when the jam had been cleared, the operator shouted that he was starting the press, but did not wait for an answer that all was clear. As a result, Costello's foot was pulled under the press roll, and he sustained a fracture.

With only one accident this month, we are off to a good start on a fine Safety Record for 1938. Eleven months of careful work day by day will bring us an even better record than our remarkable one made in 1937.

This 1937 record, by the way, with only fourteen accidents for the entire year, is the best record ever made by Bird & Son. While we do not believe in resting on past laurels, it certainly is gratifying that we made such a fine showing last year.

"An Unusual Sale"

By George W. Towle, Jr.

ELMER BARTLETT, in his reminiscences appearing in recent issues of the "Review", omitted from those interesting articles a description of his method in outfitting the first Bird Salesman. He sent him forth not only with a full supply of paper samples, neatly packed in his grip, but hidden beneath other articles, he placed a couple of bricks.

The salesman not only made the discovery at the hotel that night but solved the day's puzzle of why the extreme tonnage for a salesman from a Paper Mill, all of which is preliminary to a bit of reminiscence on my own part.

One of my early sales was that of about 200 rolls of 2 ply Paroid for a Tabernacle where revival meetings were to be held. The Elder in charge assured me that when the meetings got started in good shape, the free will offerings would soon take care of all deficits. The order and report were sent in to the Mill with an added statement on the report: "The Lord will pay the bill." The report was returned to me by "Phil" Allen with this notation on it, "What is the Lord's rating?" Dun and Bradstreet being silent upon the subject, we were obliged to return to the Elder for more and better credit information. While there was no tangible evidence indicating that the Elder had any direct connection with the Lord, he was as a spreader of verbiage in a class by himself, and left no doubt in my mind as to his ability in raising all necessary funds. We reported accordingly.

Order Passed

If the Mill was still skeptical, we never knew it; at any rate, the order was passed. In view of the financial set up or lack of it, and the electric atmosphere surrounding the enterprise, generated by that Elder, one might be justified in expecting a miracle, and there was a miracle! One of the first magnitude! A reminder of the "loaves and fishes". A few weeks later, at a crowded evening meeting, the Elder made a fervent appeal for a special collection to pay Bird and Son for the roofing. Following his exhortation a Scotchman in the audience arose



Every twig had its own special decoration on the morning of January 19. Below zero temperatures, plus steam from the river, made this beautiful effect on the bushes near The Hermitage.

and said he would be glad to pay the bill. He paid the next day!

This ought to shatter some of the myths scattered around concerning the thrifty ways of the canny Scot! That Elder was a *Master Salesman*!



By Herman Nordstrom

THE second cribbage party of the season was played Thursday night, December 2, 1937, with 46 players present at the East Walpole Brigade Room.

The first and second cribbage prizes were divided by E. W. Gillmore, Maintenance Department, and Mr. George Delaney of the Pilgrim Laundry Co. of Roxbury, each winning ten games out of fourteen. The three door prizes were large baskets of fruit and were won by Lester Readle of Norwood, Paul Calderwood of the Pilgrim Laundry Co., and Roy Massey, Flooring Plant.

Another interesting Bird Club Cribbage party was held in the Brigade Room on Thursday night, January 13, 1938. Again there were forty-six players present, with many new faces among them, and everybody seemed to have a good time.

In addition to the picture which appears on this page, the editor of the "Review" has a number of snapshots of the trees in East Walpole Square as they appeared on the morning of January 19th. Those who are interested may see them by calling at the "Review" Office, and the editor will gladly order extra prints at a reasonable figure for those who desire them.

Players were present from East Walpole, Walpole, Norwood, Roxbury, Dorchester and Charlestown.

The first prize went to Ruel Fulton of the Roofing Plant, \$5.00. The second prize was tied by three men, each receiving the same prize of \$1.00—Everett Readle, No. 1 Box Shop; Nils Lindequist, Flooring Plant; G. C. Clement of Roxbury. The booby prize went to a Mr. Donlon of Norwood. The door prizes of baskets of fruit were awarded to the following—Walter Bisdack, No. 2 Paper Machine; Maurice Crowley, East Walpole, and Roger Flaherty, Watchman.

The next party of the series is scheduled for February 24th.

Wanted

ABOUT fourteen interested men and women for enrollment in a First Aid Course which is being formed.

Those interested please send their names right away to Frank Eisenhauer, FXP.

AN UNDERSTANDING

Courtesy American Optical Company

"HARRIS! How many times must I tell you to wear your safety goggles? You know the rules."

Fred Harris looked up from his lathe, twisted his lips into a faintly derisive smile, and then blandly said: "What's eating you, Henry? Why, we haven't had an accident here in a couple of years. Anyhow, I know what I'm doing. This baby and I have an understanding." He patted the side of the lathe, and then shoved a lever. The lathe smoothly stopped.

"Maybe so," Henry Miller, the foreman, grunted, "but if the chief catches you violating his eye protection program he'll raise Cain. Only this morning he had all of us foremen in to listen to some statistics just released by the National Safety Council. Ed Morris—you know him, American Optical representative—read 'em to us. Listen."

"Gosh, Henry, I got work to do."

"It can wait. Did you know that every thirty-six seconds a worker's eye is injured—and that means one hundred workers an hour—eight hundred a working day—two hundred thousand a year? And that those eye accidents cost industry fifty million dollars a year?"

"So what?"

"Only this." Henry's voice became sternly prophetic. "One of these fine days that baby of yours is going to forget about that understanding—and give you a sock in the eye. Then you'll be one of the two hundred thousand . . . and won't you look nice, being led around by a dog. Think it over, Fred."

"But those damned goggles slow up my production. Hell, I can't see through 'em. And they're always dirty and they hurt my nose."

Henry looked disgusted. "Sometimes I don't think you're so bright, Fred. Why don't you try wiping 'em for a change—and the Safety Director's always willing to make 'em comfortable. But anyhow, you heard my orders. . . ."

That evening, over their coffee, Fred laughingly repeated Henry's warnings to Betty.

"Can you imagine it—trying to tell the best machinist in the shop how to run his job. Why, I've for-



There was a sharp whirring noise, a flash of steel, and Fred staggered back with a shriek. (Photo from News Bureau, American Optical Co., Southbridge, Mass.)

gotten more about my trade than Henry ever knew. Anyhow, no accident's going to happen to me."

An anxious look crept into his wife's eyes.

"Fred, you will be careful, won't you? What would happen to all of us if you were blinded? Please promise to wear those goggles all the time . . . for our sake."

"Oh, all right. But you'd think I was a baby, the way you and Henry fuss over me . . . me who went through the Argonne Forest and never got a scratch.

The next day was cloudy and mournful, as if Nature were brooding over some great sorrow. But inside the brilliantly lit machine shop there was intense activity. No time to worry about weather, for the production schedule was behind and Henry had given orders to speed up.

Fred was in his element when these rush periods periodically came along. Smoothly, efficiently he went about his work, and his machines responded as if to a master. Coming up an aisle, Henry watched him admiringly and chuckled. Fred was the best machinist in the shop, no doubt about that, even if he was careless at times. And today he had on his safety goggles. Well—that was a concession—maybe the lecture yesterday did some good after all. He turned away to watch another operation.

Watching Henry's broad back from the corner of his eye, Fred swished off his goggles and leaned over the enormous lathe to make an adjustment. There. Everything was perfect. Leave it to old Fred to know what to do. And then it happened. There was a sharp whirring noise, a

flash of steel, and Fred staggered back with a shriek, hand clapped over his right eye. Stuff began to ooze between his fingers as men came running from all directions.

"I knew it," the foreman muttered to himself. "I knew that damn fool would get it sooner or later. Hey Jack, get the doctor quick. . . ."

It was a month later, a bright shining day. Fred sat in his favorite easy-chair by the window, morosely fingering the dark patch over his eye. It wasn't true—it couldn't be possible—that he'd never see out of it again. How could he have been so careless . . . so stupid. If he had only followed Henry's instructions.

The door-bell rang, and a minute later Betty ushered a man into the room. Shading his right eye, Fred recognized Henry. The two men looked at each other awkwardly.

Finally, Henry said: "Well, old-timer, how goes it?"

"Okay. I'll be back soon."

Henry hesitated, then looked uncomfortably at Betty whose eyes glinted with tears.

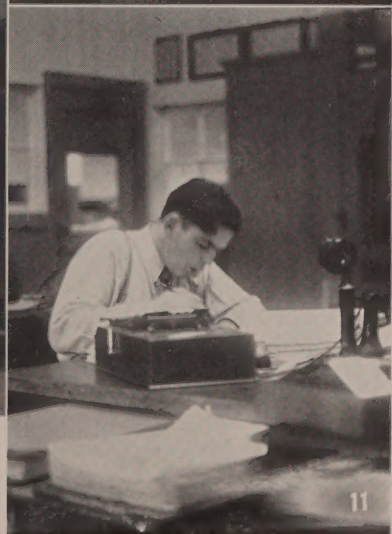
"Sure," he finally said soothingly.

"As a matter of fact, the boss told me to drop in this noon to tell you there'll be a job waiting for you soon as you're recovered."

"What do you mean—a job? What about my old one?"

Henry looked even more uncomfortable. "Well, Fred, the boss seems to think it would be too dangerous for you to operate another machine again with only one eye. But don't worry. We'll find something for you to do . . . maybe night watching . . . or something else light. It's tough, Fred, but it's better than nothing. . . ."

CANDID CAMERA SHOTS. 1. Billy Septilka wrapping shingles at No. 1 Machine at the Roofing Plant. 2. Roy Cooper, Head of Payroll Department. We are not sure, but we think he is figuring out the amount of your earnings for income tax purposes. 3. Salvatore Marinelli, Maintenance Department, putting the finishing touches to some cement work around a manhole in our yard. 4. Alberta Freund, Lenore Falstrom and Emanuel Manteuffel at our Chicago Office. In the spring a young man's fancy, they say—and we'll leave you to judge for yourself. 5. John Flaherty at work in the Wallboard Department of No. 1 Box Shop. 6. Mary King working on one of the I. B. M. machines in the Statistical Department. 7. Ann Lindsay, Purchasing Department. 8. James McLellan of the Roofing Machine Change Crew doing a bit of repair work at the Machine Shop. 9. Three of the "Milk-Fed Boys" at our East Walpole Lunch Room, proving that you don't get overweight from drinking milk. Lawrence Lindbloom, Jack Maitland and George Burhoe. 10. Bernard Stravinski, No. 1 Box Shop, at work on the Creaser. 11. Bruce Farrar concentrating on figures at the Roofing Plant Office. 12. Matthew Fyfe, at work in the Flooring Plant Block Room. 13. Not having any action pictures of the Shreveport Plant, we give you this still-life pose of three Shreveport boys who went fishing. Left to right—Raymond Wolf, Red Sanders, and Bill Motes. Don't overlook the string of fish.



BIRD'S NEPONSET REVIEW

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Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
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Shreveport, La.

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If you do one thing and stick at it, and do
nothing else, that will take care of you.
—Arthur Brisbane

HAVE you noticed the snappy drawings at the head of our various news columns? These were prepared for the *Review* by one of our Flooring Plant artists, Angelo Macchi, and he has surely done a fine job. We hope you like them.

There are others covering our spring and summer sports. Watch for these in later issues.

Does It Pay?

IF anybody ever had any doubt that it pays to think about your job and submit good suggestions, the list below should be very convincing. Within the past ten years nine of the men who received special suggestion awards during those years have been advanced to supervisory jobs.

In 1929 one of the lucky suggestors was George Wood, who is now foreman of the Machine Shop at the Flooring Plant. In 1930 we find the names of William F. Murphy and Amos Dixon listed. Mr. Murphy is now Foreman of the Shipping Department at #1 Box Shop, and Mr. Dixon Foreman of the Shoe Carton and Flower Pot Divisions of #2 Box Shop. In 1931 is listed Mr. Guy Hoyt, who is now a Foreman in #2 Box Shop.

In 1932 four men are listed who now have supervisory positions: Mr. William Pratt, Assistant Foreman at the Flooring Paint Room; Mr. Lee

Ward, Night Foreman at #1 Box Shop; Mr. Charles Mutch, Foreman of #1 Box Shop Combining Room; and Mr. Nelson Phillips, Foreman of the Finishing Department at the Flooring Plant.

In 1933 Mr. William F. Murphy is listed again and also Mr. Perley H. Mudgett, who is now Foreman of the Stock Handling Department at the Paper Mill. In 1934 the name of Mr. Charles H. Mutch appeared again.

Of course, none of these men were supervisors at the time their suggestions were accepted. If we went back further than the past ten years, we would undoubtedly find many more of our foremen and department heads who gave evidence of their ability to think by submitting workable, money saving suggestions. The man who has shown that he can do original thinking which is of help to the company sooner or later finds a better job opening up for him. The suggestion system is a mighty good place to demonstrate this ability.

George M. Graves

GEORGE M. GRAVES, President of the George M. Graves Company of Boston, and former Purchasing Agent of Bird & Son, inc., passed away at the Norwood Hospital on Sunday, January 9. He was taken ill the preceding Tuesday with an attack of influenza and was removed to the Norwood Hospital Saturday because of his serious condition.

Mr. Graves was born in Millbury, Mass. in 1874. He moved to Walpole as a young man and entered the employ of Bird & Son in 1891. He rose rapidly to the position of Purchasing Agent and continued in that work until he entered business for himself in 1921.

In that year he opened offices in Boston dealing in paper supplies.

He had been a resident of Walpole for nearly forty-seven years, had served several terms on the Board of Selectmen, and was on the School Committee for a great length of time. He was a member of Orient Lodge, A. F. & A. M., Hebron Royal Arch Chapter, Knight Templars, B. P. O. E and a Past Worthy Patron of the Eastern Star.

Surviving him are his wife, Maude Ryan Graves, two daughters, Nancy

Graves Clapbourn of Boston, and Constance Graves of East Walpole. He also leaves two brothers, Samuel Graves, who works for Bird & Son, and Fred L. Graves of St. Petersburg, Florida.

Funeral services were held at the East Walpole Congregational Church on Wednesday, January 12, and were attended by a very large number of his friends and associates from Boston and also from the Bird & Son organization. Burial was in the East Walpole cemetery.

To his family we extend our sincere sympathy in the loss of one of the finest citizens of the town, respected and honored by the entire community.

John R. Burhoe

JOHN R. BURHOE, Boiler Room Foreman for many years, passed away at the Norwood Hospital on Sunday, January 2, after an illness of a month.

He came with Bird & Son twenty-two years ago in December 1915 as a worker in the Boiler Room and in less than five years from that time was placed in charge of operations there.

He was born in Charlottetown, P. E. I. on April 5, 1882. He came to the United States over forty-five years ago and received his education in Boston.

Mr. Burhoe was one of our most dependable workers, always faithful to the company, and beloved by all who were associated with him.

He is survived by his widow, Mira K. Burhoe, one son, George, and three daughters, Ethel, Mrs. Stuart Farris and Edith J. Burhoe, a sister, Mrs. Leo Clogston of East Bridgewater, two brothers, James Burhoe of Waterbury, Conn. and Lemuel Burhoe of Seymour, Conn. and three grandchildren. Both George and Ethel Burhoe are employed at our East Walpole office.

To the family the many friends of Mr. Burhoe at Bird & Son extend their sincere sympathy in the loss of a loyal worker and a true friend.

George Eisenhauer

MR. GEORGE EISENHAUER, for twenty years a carpenter with Bird & Son, inc. passed away at the Norwood Hospital on Thursday evening,

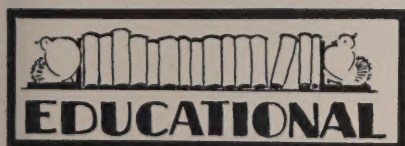
January 20, 1938 at the age of sixty. Mr. Eisenhower was taken sick and had to quit work just a month previous, December 20. He went to the hospital and submitted to an operation on Friday, January 7. For a few days his condition improved, but then he took a turn for the worse.

He was born in Bridgewater, Nova Scotia, but has spent most of his life in this country. He came to Bird & Son from Watertown in 1918, and during his entire twenty years has always been connected with our Millwright and Carpenter Departments, at the East Walpole plant.

He was a faithful and skillful workman, with a fine personality which won him a large circle of friends. He is survived by two sons, Fred and Frank, and a daughter, Marie, all of East Walpole. Frank is a pressman in the Printing Department of our No. 2 Box Shop, and Chairman of the First Aid Committee of the Bird Club.

Funeral services were held Sunday, January 23, at the Union Congregational Church in East Walpole and burial was in the East Walpole cemetery.

To the family the entire Bird & Son organization extends its sympathy in Mr. Eisenhower's passing. He will be greatly missed by the many Bird & Son workers who knew him so well.



As the result of a trial lecture in December, a class of fifty Bird Club Members and friends, are attending a series of eight lectures by Dr. James M. Matthews, with the first meeting on February 3 at the Brigade Room. Dr. Matthews is Director of the Division of Distribution at Babson Institute in Wellesley, and his discussion will be on Economics as related to Current Events. Bird Club Members are being given special reduced rates for this series.

The Educational Committee also reports the sale of 170 copies of "Practical English and Effective Speech"—the Library of English

Books, which was offered through the Bird Club by the Better Speech Institute of America.

Roofing Mill Lays Plans

THE first thing that greets your eye as you step inside the main entrance of the Roofing Plant these days is a big white sign with green letters—not the coveted Safety Sign, that went to Phillipsdale in November.

But hanging in the same location is this prominent notice which reads "Our Sign—Gone but not forgotten. We shall get it back again on October 1, 1938 provided we have no lost time accidents. Eight months to go."

It looks as if the Roofing Mill boys were really serious about going after that record again for the best NO ACCIDENT record in the organization. They made the grade once in 1929 and we are willing to bet that they will make the grade again. Watch the Roofing Plant!



Father William Had No Sniffles

"You are old, Father William", the young man said,
"Yet you haven't a cough or a cold.
Won't you tell me how come you can keep a clear head
Whereas I suffer tortures untold?"

"Now, this freedom from colds," Father William began,
"Is a product of well-balanced diet
And of keeping my plumbing as clear as I can—
I am sure it would pay you to try it."

"Oh, there's more to your health than your diet, all right,"
Thus the young man replied with a sniffle,
"Do you get your eight hours of sleep every night,
Or is that sort of routine mere piffle?"

"Sure I get my night's sleep," said the lively old man
"And I let in the air fresh and free;
And from morning to night, I absorb all I can
Of the sun's potent vitamin D."

"But from duty, my boy, do not tempt me to swerve,
You must scam! (Do not think me too bold.)
There's a prime rule of health I must always observe—
'Stay away from a Guy with a Cold.'"

—Metropolitan



They grow them big in the Sunny South. Here are five of our Shreveport workers. From left to right we catch a glimpse of George Gray, Osgard Palmer, Robert Fulton (with the outstretched arms) Jake Kruizenga, and Otha Shufflin. You will have to ask Shreveport how tall Fulton is — they didn't tell us.

For Sale Insulating Board Seconds

INSULATING Board Seconds are now available for Bird & Son employees at \$10.00 per thousand square feet. The material is about 12 inches wide by 8½ feet long and is available in this size only. Place your orders through your foreman or department head on regular Roofing Employee Order Blanks.

Skating Party

MOSELEY's was mobbed on the night of January 20 when the Bird Club Entertainment Committee ran one of its popular Roller Skating Parties.

More than 200 Bird Club members and friends filled the floor to overflowing, using every available pair of skates at the establishment.

Needless to say, a good time was had by all, and we can check up another successful party for Arthur Wilson and his Entertainment Committee.

PLAYING SAFE

A farmer sat barefooted on the steps of his tumble-down shack, smoking a corncob pipe. A stranger stopped for a drink of water.

"How is your cotton coming on?" asked the newcomer.

"Ain't got none," said the cracker.

"Didn't you plant any?"

"Nope, 'fraid of boll weevils."

"Well, how is your corn?"

"Didn't plant none; 'fraid there wasn't going to be no rain."

The visitor was abashed, but cheerful still. "Well, how are your potatoes?"

"Ain't got none; scairt o' potato bugs."

"Really, what did you plant?" asked the stranger.

"Nothin', I just plaved safe."

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Dorothy McEleney

Ruth Milliken
Pauline Ransow
John Murphy
Josephine Antoine
Bertha Broadley

Best of luck to Sam Cole who has been transferred from Roofing Sales Department to outside Roofing Salesman in Northern Vermont and part of New Hampshire.

The stork stopped at the home of G. G. Sheehan, our roofing salesman in Western Massachusetts. It's a boy!

We wonder just what it is about Dave Hill that makes all the girls' hearts flutter when he comes around. Can it be that perpetual half-smile that adorns his countenance?

Would anyone ever think that Maurice Godfrey's Old Ford could make the Cape? It does. Every week end almost without fail. Wonder what the attraction is down there at this time of year.

We extend our sympathy to William W. Wilson, Manager of our Western Roofing Division, and to Arthur V. Wilson, Head of our Stores Department, in the death of their father on Monday, January 24.

Can someone tell us what's the matter with Bud Pierce? He never seems to get his way with the women around here . . . at least when it comes to getting his afternoon off. Someone always changes his mind for him.

We could almost believe Charlie Sumner when he phoned from Boston the Monday morning after his vacation and said he'd be late because his train was late, but when he told us that he got that cut over his left eye by falling out of bed—that does sound fishy.

Will someone also tell us what's the matter with Dottie O'Kane? Why does she drop her papers and forget things? Why doesn't she hear when we call her? Can it be, as some one has said already, that she's in lo-ove? We wouldn't know, but we wonder.

Lillian Bartsch has been transferred from the Floor Covering Sales to the Stenographic Department. The best of luck, Lillian.

Zero and sub-zero temperatures don't affect some of us gals here in the office. What rugged gals?!! Hiking from Norwood to "Mary Hartigan's" and back again is merely a jaunt. Anybody wanting advice about winter hiking just ask any member of the newly organized Bird-ite Hiking Club. Registration free—dues, plenty of pep.

A very enjoyable Christmas party was held in the Stenographic Department on Friday, December 24, from 12:00 to 1:00 o'clock. The luncheon was provided by those that attended, joke presents were given out and then "Flash" Geigle took flashlight pictures of the group. Everyone enjoyed themselves to the utmost, but are wondering what happened to the pictures that were taken by the Department Photographer. Come on, Barney, let's see them, will yah?

We are very glad to have Mrs. Kennedy back with us again after her recent operation.

The tragic end on New Year's Day of Hymie Miller's faithful old horse brings to an end the feud that has existed between Old Dobbin and our friend Addie Wilgoose. Ever since Dobbin made the mistake of plowing into Addie's car some time ago, Addie has waited patiently for an opportunity to avenge her-



For those who like to remember the Good Old Summertime — here is a picture taken at Brant Rock last August at a beach party at Miss Isabelle Faunce's cottage. All the girls here are from the Box Sales Department. Left to right — Nellie Patinsky, Anna Smith, Peggy Rorke, Agnes Hefferan, Evelyn McNulty, Edith Goodwin, Dorothy Allen and Pauline Rafuse.

self. It seems now that the opportunity will never present itself.

We wonder what there is about the pin that our new messenger, Dot O'Kane, is wearing that makes her so reticent in talking about it.

Wanted: Raw beef for Gowing's eye.

Who ganged up on Bud Pierce on December 24? My! My!

The boys in the Mail Room are waiting for another invitation from Ward Gowing to go to Millis. They have terrific parties over there.

We extend our sympathy to Roy Springer, Carton Salesman, in the loss of his mother who passed away Tuesday, January 25.

Phyllis Nixon is becoming quite an authority in the art of candy making. She is so proud of her penuchi that she has passed the recipe out to all her friends. (?) Latest reports indicate that most of those who tried it will recover.

Parky Rogers is making an attempt to revive his Fountain Pen Sales and Exchange Agency with but indifferent success. His reputation as a sharp trader is scaring off most of his prospects.

Dashing thru the snow

In a one horse open sleigh . . .

It goes something like that only our sleigh had two horses a-rarin' to go and they went, taking us to Canton and back via a round-about route. About 16 fair damsels from various departments of the East Walpole office picked out a beautiful moonlight but COLD night for this sleigh ride and dashing thru the snow they went.

Before Peg Owens goes on another sleigh ride she says she is going to be sure of a seat. A few times during that memorable sleigh ride Peg was seen to be perched on thin air wondering where to hang her feet.

Let's hope a good time was had by all at the Bird Club Roller Skating party held at Moseley's-on-the-Charles at Dedham recently.

Ken Ross wants to know who gets those "night before" stories around. We wonder if M. G. has anything to do with it.

ADVICE: Don't ever sit in front of Jean Eckert in at the school hockey games. We have proof her swings carry the power of a sledge hammer when the home team scores. A good safety rule is to look around for Jean and then take a seat as far away as possible.

The entire top floor of the Main office enjoyed a Christmas party by making use of mistletoe, exchanging joke presents, etc. Ed Grout appeared with his camera and took a group picture. We were very glad that Clarence Morse could be with us. While refreshments were being served, we enjoyed luncheon music via radio. Everyone is looking forward to a bigger and better party for next Christmas. Editor's Note—The picture was terrible.

We are very glad to see Wylie G. MacIvor back again with us here at the East Walpole office.

Bob MacIntosh enjoyed his Christmas in Chicago.

Mr. and Mrs. "Laury" Wright spent the New Year's holiday with their folks in the West.

That telegrams are urgent and call for immediate attention was definitely proven when the Stenographic Department sent an unusual message the day before Christmas and got a prompt and most unexpected reply! For details ask any one of the girls—all of whom received individual "answers".

We are glad to learn that Anne Rozuck is home from the hospital and improving nicely from her recent operation. Hope to see you back to work soon, Anne.

Did you hear about Al Smith stopping for a traffic cop's whistle, only to discover it was the whistle for Eddie Casey's football time on the radio in his car?!!

Rose Silverman is leading the fashion parade this fall. Her adoption of the short skirt vogue created quite a sensation at the office.

Who was that person who, setting out for a drink of water the other day, found herself

standing in front of a pencil sharpener wondering why the darned fountain wouldn't work!

Captain (formerly Commodore) Charles Makarevich of the office Table Tennis team, states modestly that although he doesn't wish to make any mid-season predictions, he sees no reason why his team shouldn't sweep all opposition before it in a smashing drive to a championship of one kind or another.

We almost forgot to mention that Hilda Rafuse and Louise Geary are planning another trip soon back to Havana. On that trip they hope to perfect their technique in the performance of the Spanish Rhumba, an art which they claim one must go to Cuba to appreciate.

If anyone ever wants a chair oiled, just see the boys in Box Sales. They seem to have the "let me show you how" attitude among them and, boy, they get along swell.

The impossible has happened! Red MacLeod has had a special ping pong paddle made to order down at the machine shop. He is now just another guy chasing the ball around the Brigade Room.

Was it or was it not Barney Geigle that we saw walking from the general direction of Stoughton not so long ago?

We hope the printing of a certain picture from Shreveport has eased Normie MacDonald's mind. He was just dying to know the "one in the polka dot dress." Look out, Shreveport, he's a tough hombre.

Dave Hill better put a bigger and better lock on his car so that people that have taking ways can't up and drive off with it. We're all glad as well as you Dave that the Boston police located it in first-class condition.

Paper Mills

Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse

Sophie Novick
Mary Driscoll
Peter Glebus
Ralph Clark
Donald Ross

Joseph Jarlis

We are glad to hear that Francis Bannon is recovering nicely from his recent operation for appendicitis. He is out of the hospital and improving steadily.

We welcome back Pat. Hession, who has returned to work after his recent illness.

Buster Weir from No. 5 Machine has joined the brownies, taking his first dip January 1.

Ernest Oakes had a dream about a certain "Eddie H." and everyone is wondering if it was a nightmare.

When Tony Yuhasky says, "Store the paper in the 'pip'," he means the storage "pit" in the Stock Transfer Department.

John Polousky was asked where a certain roll of paper was located. His reply: "I guess do be down over there."

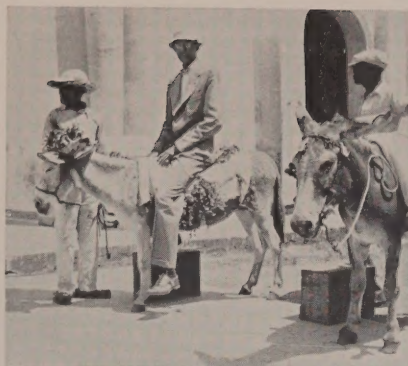
Everyone is asking Mike Korbut how he enjoyed his Christmas. What's the answer, Mike?

Result of the first match between "Crusher" Brennan and "Dazzler" Reardon:

It ended with one fall in 30 seconds. As the bell rang Dazzler leaped from his corner and tripped over referee Matty Naughton, falling on "Crusher" and squashing him for the first fall.

Fred Seastrand has moved from Norwood to East Walpole.

John Connolly is the barber for the Stock Transfer department.



Last month we promised a picture of Dwight Colburn — and here it is showing him as he appeared to the natives of St. Thomas, in the Virgin Islands.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Our dancing master, Bebe DiFlaminies is now giving instructions in the Big Apple. For appointments, see his manager, Ernest Stather.

Our piper, Jack Dower, spent some anxious moments recently during the heavy rains, wondering if his cottage at Hough's Neck was still there. Luckily, however, there was no damage.

We are glad to say that Helge Holter, one of our night foremen, who recently underwent a serious operation is now on the road to recovery. Nathan Olch, Anthony Perry and John Smith who were also out sick are also fast recovering.

The first big snowstorm of the year is proving the worth of some of the new cars around here.

We were sorry to hear of the death of Frank Reed's father on November 27 and of Dudley Perry's father on January 10.

Thomas Horridge is sporting a new Chevrolet.

Joe Betencourt is receiving congratulations on his marriage on November 11 to Miss Rose Rezendes of Providence.

Some of the boys are still enjoying themselves Thursday nights at the bowling alleys. Ted Maddern evidently doesn't live right for one night he is the champion and the next night he is the dub. Sam Scott is bowling like a lobster, going half way down the alley sideways, so they say. Ed Collins, they tell us, jumps around like a grasshopper. Joe Queenan and Andy McConnell are working the hardest but Tixie Billings still shows them how.

Whatever became of Charlie Cyronak's duck? He found one in the yard recently and was going to save it to have some duck soup but somebody got it before Charlie went home.

They tell us that Andy Oates' and Eddie Collins' cars froze coming to work one morning recently. Is this because they were going too slow or too fast?

Charles Cyronak, so they tell us, has been assisting the Providence Police in relocating some traffic standards.

Some fifteen men are taking a new First Aid Course. This is the second one we have had.

Manuel Alexander, our new landscape artist, has a new wrinkle now. One cold morning last week he was sweeping the lawn with a regular house broom. When questioned Manuel said that's the way they do in the old country.

Box Factories

No. 1 Box Shop

John P. Walsh
Earl Boyden

John Phelan
Helen Sironka

Sigurd Gustafson

Big Mike Minkevics throws out his chest now that he has finally become a naturalized citizen. Congratulations.

Sadie Rafuse has had an operation for tonsillitis.

Hannah O'Day is our new bowling captain. We wish you and all the girls lots of luck, Hannah.

John Costello is out sick nursing his fractured foot. Hope you get back soon.

Lucy Troiano is quite busy these cold nights sewing "things" for her hope chest that she got for Christmas.

Leew Hartford, another good citizen, is moving from Norwood to dear old East Walpole.

Betty Kugel still maintains that roller skating is "swell", even though she did clean the floor a "few" times at Moseleys.

We all would like to know what the big attraction is in Boston that takes James Smith there every Saturday night.

Why did Henry Ceglarski get "cold feet" while roller skating at Moseleys?

No. 2 Box Shop

Mary Bellew
Josephine Rose
Alice Brady

Alma Walsh
Rose Ruggiero
Vaughn Allen

Nancy and Rose Ruggiero have been taking swimming lessons at the Y. W. C. A. and are reported to be doing very nicely. Oh boy!

Thomas Finn was seen by one of his fellow workers along the highway on the way to New Hampshire, but he couldn't for a minute take his hand off the wheel to give them a wave. On being questioned the following week as to the manner in which he passed

Shades of Old Salem! No, just Eleanor Badger of the Credit Department ready for a Halloween Costume Party. She won first prize.





Presenting Jackie H. Wilson, at the age of nine months. His mother was formerly Robina Urquhart of the Purchasing Department. His father, Stephen Wilson, works in the Floor Covering Plant, and his grandfather, Andrew Urquhart, is head Millwright at our East Walpole Plant.

his friends by, his only reply was that he couldn't bother with hay shakers, as he thought he had left them all in Norwood, and he was set for a merry week.

Nancy Ruggiero is now the proud owner of a license, but everyone wonders what kind.

Roofing Mill and Office

George Lane
Stanley Phillips
John White

Harold Mattson
William Percy
Bruce Farrar

Maxmillan Rabinovitch

Harry Waechter's baby was born four hours before midnight December 31, 1937, bidding the old year good bye. Herbert Snell welcomed a new baby on January 6, the Granule Plant's first 1938 baby, and Howard Bearce became a proud father on January 9. We defy any other department to tie this record!

John Marcellus has left us to go to school in Kansas City to take up radio. Good luck, Johnnie.

William Carr, Harold Smith, Andy Wright have returned to work following illness.

Max Rabinovitch has purchased a new Plymouth Car.

James McLennan is sporting a new to him car.

Dave Kelter up and got himself married and said nothing about it. Only after considerable sleuthing was it discovered.

Now that John (Candy) Korsun has moved into his new house, the boys are waiting patiently for a party.

Warren S. Kumblad is the proud owner of a new Chevrolet.

James Phelan, society sportsman, journeys to Laconia, N. H. week-ends via "Ski Train". The train, chock full of debutantes and social registerites leaves the North Station Fridays and Saturdays. Mr. Phelan is continually meeting new celebrities on these trips. He was recently introduced to Mrs. Astor's horse.

Ray Monahan was seen last week hailing a ride to Cambridge. What is the big attraction?

Stanley Jurgelevich, our famous winter sports king, is taking up skiing in the hills of Waltham. How are the female instructors, Stanley?

Tony Richardi paid us a visit while he was home for the holiday vacation.

The Flooring and Roofing foremen had quite a get-together January 14. They went to Patten's restaurant and then attended the ice frolic at the Boston Garden. A good time was had by all.

Chester Gibadlo went and purchased all the latest ski equipment, including a couple of books on the art. Then he took them over to the Neponset River. He took one look at the hill there and then went home to study up a little more!

It seems as though the championship "checkers" contest between Eddie Wormald and George Smith is going to George. He has made another move from Canton to Norwood.

Erick Jansen must have a wife who is a good cook. He has gained about 20 pounds since he married. Nice picking, Eric!

Ted "Where are we going after?" Pieczonka, after several months, has been successful in cultivating a bit of fuzz on his upper lip which promises to blossom forth into a radiant and flowery mustache. Ted says that the sub-zero weather we've been having doesn't help the growth of his pet enterprise because the liquid hair grower which he uses freezes at a low temperature!

Swede Ostrom has returned to our Bowling Team once again. All you have to do is to hit them, Swede,—if you can.

We congratulate Howard Everett on his election to a second term on the Walpole Board of Selectmen.

We welcome Louis Des Jardins to our mill. May his visit be pleasant.

Jimmy Hanley has acquired a very haughty and judicious appearance since he started serving on the Federal jury now sitting in Boston.

One more crack up and Stan Sallie will be offered a contract to join the Hell Drivers' circus.

Roy Walton is travelling via the shoe leather express to the Roofing Mill now. It's a good winter for it.

We learn that our pugilist Domenic Colantonio (Kid Donkey to all who know him) suffered a slight reverse in New York. It must have been some punch because we saw him around town the next day.

We surmise that the Chesterfield Boys team has broken up. From now on they will act as lone wolves. Maxie in his Plymouth and Ted in his new Chevrolet.

Willard Jonah is in the Norwood Hospital after an operation. We wish him a speedy recovery.

James Hanley and Warren Kumblad have recently purchased new homes in Norwood.

Attention, bowlers! Any bowler who averages less than 60 and is willing to spot Roy Smith 20 pins, please get in touch with him.

We understand that Nichols and Betto are taking up law. Good luck, boys.

Our pool shark, Swede Ostrom, is showing the boys at German Hall how the game should be played.

John Conroy looked at all three when purchasing his new car, but his old love the Ford won out again.

Joe Quinn has recently purchased a pair of safety shoes which he wears to the many barn dances which he has lately been attending. Joe says with all the new steps coming out,

especially the "Harlem Bolero", one cannot be too cautious.

Theodore F. Pieczonka, M. M. (Master of Melody) was the recipient of a beautiful loving cup in a recent amateur contest at a local night club. Ted was judged the winner from among 50 contestants who did all sorts of acts ranging from acrobatic dances to barnyard imitations. Evidently Ted sings just as well now as he ever did despite rumors that his voice is changing from a tenor to a basso profundo!

Vincent DeLaiarso who formerly ran a bowling alley for ten years, has a permanent berth on the Granule Plant bowling team. Good bye to old records!

Flooring Mill and Office

Angelo Macchi
Thomas Paquette
Laurence Gammell

Leon Zinkowsky
Albin Vierge
Thomas Burns

Al Hayward, the Floor Covering biographer, is contemplating writing his memoirs or autobiography. He is making a survey to find which will be the most interesting to his friends.

Wilho Waukonen has been asking about the cost of engagement rings. He says this year is when he signs on the dotted line. How about a farewell party.

Oiva Ecklund is doing fine and has almost fully recovered after receiving his first bundle of heaven, a baby boy born December 10.

We find that Laurence Gammell and William Bothwell have become members of the Fraternal Order Loyal Order of Moose. They would like to have others join with them.

We had in our midst a near politician Thomas Brady almost became selectman of Walpole.

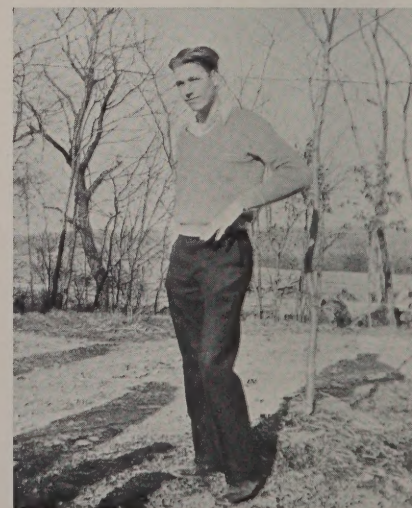
George Pearson was quite tickled to hear that Charles Letts was soon to be wed, and offered Charlie quite a few hints. Some of them were quite practical and surprised the boys since George is a bachelor.

Albert Duffy is now living at 853 Washington Street, Ward 5.

Lewis Gammell has been confined for a few days with a touch of the gripe.

Sammy Piraino and his supposedly invincible bowlers received a challenge from a

Herbert Snell, Granule Plant, became the proud father of a baby daughter on January 6. It's too early yet to get a picture of the baby — but here is Herb!



team which bowls at Green's Alleys in Dedham, but turned down the challenge. That's one way of maintaining their good record.

George Pearson recently was quite heart broken. While on his way to a policeman's ball, he went off the road and sustained two flat tires and was unable to attend the ball after having purchased the tickets.

Nelson Phillips spends his spare time throwing breadcrumbs to the birds in his locality.

Boston to Jersey City and return, just to make company, is the latest offer of Ernest Paciorkowski. But don't expect to learn where he visits on these weekly jaunts. Better try the old saying "Absence makes the heart grow fonder", Ernie, there are lots of good men in New York and New Jersey.

Zero means steam for John Macchi. Proof—The clouds of steam pouring from the radiator of his trusty Ford these polar mornings. Most people use Anti-Freeze, John.

Joe Eppich attended the Norwood High School Reunion of his class. According to Joe, his class is the most famous of all the Norwood Alumni. . . But he doesn't say what they are famous for.

Clayton Abar of Mirror Lake and our Maintenance Department reported 33 below zero. "Anyway," quotes he, "It was so cold the wheels of my car contracted so much that the tires rolled off on the way to work." This remarkable happening occurred on the frigid morning of January 19.

Carl Hilton—"Congratulations for bringing one of the grand suggestion prizes to the Floor Covering."

"Mush-Mush" can be heard about the Floor Covering Plant since Piker Walker, the south paw twirler, has been commissioned by his brother to drive one of the dog teams entered in the New England Champion Dog Team Races at Laconia, N. H. . . . Better learn to find your way around Norwood and East Walpole before going North, "Piker". The Trap Hole brook still runs into the Neponset River.

Angelo Macchi has settled in Islington, Jack Bradley has moved to Dedham, so everyone can't be going South unless to work.

Steve "Slugger" Thomas went on a Fishing Trip over the week end to Skowhegan, Maine. He claims that he caught 2 Mackerel, 2 Cod and 5 Pickerel out of the same body of water. But we don't know.

Ernest "Howard Johnson" Paciorkowski has been missing from his favorite haunt for the last few weeks. We wonder why.

Chicago Mill and Office

Gladys Davis
Raymond Gusick

Edward Stadt
E. G. Manteuffel

It was discovered on December 28, 1937 that John E. McLauchlin, salesman in the Central Division and covering Eastern Ohio, had been secretly married to Kathryn Jaklon of Columbus, Ohio. We wish to both the bride and groom a long and happy life and extend our heartiest congratulations to both of them.

After February 1st they will make their home in the Shaker Ridge section of Cleveland, Ohio.

ORCHIDS TO YOU

Everyone was of the opinion that this year's Christmas party was one of the nicest ever held by the Chicago office. This was due largely to the efforts of Mary Curran and Virg Szukalla, who were in charge of decorations, and Wally Manteuffel, in charge of the entertainment. We discovered talent in our midst of which we

were not aware. Ray Evers displayed his skill by playing an accordion. Listening to Ted Polek play an electrically operated guitar added much to the afternoon's enjoyment.

We were very pleased to have Dan Landt as our guest, who was in Chicago on a visit.

After the tasty luncheon had been eaten, we went to the Brigade Room and danced to the music furnished by the sons of V. Nievocodok. Big apple? Susy Q? Truckin'? you betcha.

SHREVEPORTERS

As is perfectly natural, we were all wondering what the office force at Shreveport looks like, so were glad of the opportunity of seeing a picture of them in the last issue of the "Review." It looks like a dandy group and wish we could have the opportunity of saying "hello" personally some time.

We don't blame Dick Johnson for getting his hair all "slicked down",—with all those attractive girls in the office.

LONG MAY THEY WAVE

We notice Ray Evers has been taking driving lessons from Gordon Lampton, i.e., two beautiful marcelled fenders on his car.

PHIL JOHNSON—Nebraska

We welcome Phil to the Bird family. His teachers report he is an apt pupil, and though it's sad but true, the noon-time ping pong club found out he knows plenty about that game, too.

OZARK HILL-BILLY

After searching exhaustively throughout the organization for someone who would qualify, our own little R. K. Smith was chosen to take over the territory in them thar hills of Missourah. The hill in Pittsburgh made him adapt himself to the Ozark region so readily. We do miss you, Smitty, and wish you loads of luck.

FASHION NOTES

Has everyone seen the attractive dresses Myrtle Brebach and Margie Mulhall bought? It is black—zippers from the neckline to the shoulders—Margie's has coral trimming and Myrt's blue.

IDEAS OF HEAVEN

Stenographers—No-chip, no-crack Dictaphone cylinders and all male dictators with Don Ameche voices.

Dictators—To have stenos who can read the dictator's mind and even if he's the world's worst, can make his letters sound like "what they ain't."

Credit Man's—A place where all accounts have Aaal ratings.

Sales Department—No unauthorized deductions.

Telephone Operator—Quiet.

Mailing Department—A five o'clock deadline.

Traffic Department—No Sales Department.

Filing Department—Homing pigeons on all correspondence taken out of the files.

Salesmen—Business so good they can have a luxurious office with two blond secretaries taking the orders over the phone and a chauffeur to drive them around to the accounts.

Congratulations are in store for—

Herb Schreiber, who now is the proud father of a baby girl. Better luck next time, Herb.

Joe Lance, who came down last week and told us it was a boy again. Two down, and two to go to tie Bing Crosby, Joe!

Who shines his 1933 black Chevy Coupe with tan shoe polish?

Abner Alexander won a baby contest when he was an infant. He'll tell you all about it if you ask him, even to how they put the medal on him.

We understand that Ralph Reithofer found the "Million Dollar Baby from the five and ten cent store."

Pipe smoking is all the go now with the boys in the mill. The fumes that some give off are very sweet and some are, well—nuff sed.

If Pet Williamson offers you free tickets for a dance, watch your step. He got one sucker.

J. G. Young paid us a visit around the first of the year. He said he just had to come to good Old "Chi" to get some of that real winter weather.

B. D. Rogers also paid us a visit and we were very glad to have had him with us for a few days.

Bunny Hasen we understand is learning how to "truck". When you learn it, Bunny, start on the Big Apple.

Hot tip, girls! "Mow 'em down Hackett" is on the loose again.

Herman Kleinow resigned after twenty years of service on December 12, 1937. Take it easy, Herm. and stop in to see us when you are around.

We extend our deepest sympathy to the family of Michael Walsh, who passed away November 29 after a few days' illness.

Hats are all the vogue in the sample room, and *lamp* the ducky little one Oliver Bowman is sporting. Very chic indeed.

If anyone knows where a good little red bicycle can be bought cheaply, notify John Henehan.

Goat milk for sale. See Garrett from the Remake Department (Adv.).

Voice on the telephone to Smitty, "I'm calling Vincennes 0142, what number is this?" Answers Smitty, "You are pretty close, M'am, this is Vincennes 0143."

Wallie Manteuffel always likes to have plenty of company while driving his Ford. It's so hard to push it and try to steer it alone.

Gordon Lampton is going to bring Coleman Clark to lunch some day so he will have a ping pong partner.

Presenting Miss Shirley Solbo, bright eyed daughter of Albert Solbo, East Walpole Finishing Mill.





Four generations of the Wolf family at Shreveport — Raymond Wolf is our Chief Inspector at the Plant there. Back row — Grandfather Frank, and Father Raymond. Front row — Great Grandfather Charles and Grandson Raymond, Jr.

Shreveport Mill and Office

Harvey Beauchamp

Charles Houghton

Colonel Barney Soward went home to spend the Xmas holidays and Santa Claus must have been pretty kind to him. When he returned to work he drove up in a brand new automobile.

By the time this comes off the press Fred Robie will be on a territory in Kansas. Nice going pal, and we wish you lots of luck and plenty of business. But another *nice going* is due you, my friend! We all compliment you again on your good luck to fool a mighty pretty young southern lady to become Mrs. Fred C. Robie. To those of our readers that have not heard, Robie took unto himself a bride December 19.

If anyone doubts that we have a quartet that can produce some real "close harmony" we refer you to Mr. A. W. Miller.

Welcome to our organization Miss Massey and may your stay be and pleasant.

Welcome to the Southwestern Division, Messrs. Deyess, Tidwell and Lonnie Houston.

Frank Aldrich is down in the Southwestern Division showing us how to sell and apply Art-Bric Siding and he is doing a great job.

The receiving department here at Shreveport tells us that some members of the shipping department at East Walpole think our Southern office girls are kind of cute. (They saw that group picture in the last "Review.") The impression was gathered from an enclosed clipping found in one of the cars from the East.

The New Year was greeted in true Southern style—fireworks and all.

Bill Motes celebrated by helping the dairy on the dawn of January first. Incidentally, his hunting ability has been doubted.

Shreveport welcomes its new chemist, Dick Potter, from Chicago. The Shreveport Times gave him a write up as a former member of the University of Illinois gym team on the sporting page the other morning. Seems he was featured

in an entertaining gym review of sports at the local Y. M. C. A.

This summer weather in January has caused no little discomfort to several from the snowy hills of the North. Wally Bauer was heard to remark he hoped Chicago might throw a little snow in one of the freight cars for Shreveport.

Fred Rowzee's sporting a new car. Keep it shined up, Fred!

Frank Kruienza and his brother, Jake, went hunting last week-end, but we couldn't find out what they shot at.

WHY DOES

R. D. Peterson have to go east to buy his top coat—

Barney Soward have to play golf the way he does — after so many years at the game— Fred Robie come down on Saturday morning and write 18" asphalt and show up after a Little Theatre rehearsal with a thumb out of socket and always say "I'll see you after a while" and all the time getting millions when he really wants tens—

Simon Legree Dick Johnson always wait for the wolves to howl before he deals out the pay checks—

"Bo" Beauchamp start smoking a pipe about three days before pay day—

Eddie Houghton spend his spare time in the felt cars studying the betting systems written on the car walls by our eastern brethren—

"Hawkshaw" Miller always leave gum and scenery cards on the sales record desk and ask who will be out on Saturday—

Katherine Mares insist on going in town for lunch—

Lucille McMurtrey spend so many shekels on fortune telling and get s-u-c-h a kick out of the switch board—

Opal Perry bring her dinner bucket to work and pick on Willie Smith—

Ruby Slaughter spend her lunch hour reading love story magazines—

Grace Fuller like to pick on little "Dickey" Johnson—

Berry Asphalt Company

Otto Holloway

John Savage

Buster McGuffin

East Walpole is not alone with its Shirley Temples. We have one at Waterloo in the laboratory. His name, Joyce Mitchell, and he had his eyebrows dyed black by a beauty parlor operator at Willisville. We wonder if he is easing up the shock for a marcell later on. If Joyce were about the size of Pee Wee Huffman we wouldn't think so much about it but he is a big red-headed farmer boy and still puts sand in his shoes. The only way we can figure it out is that there must be something in a name.

At the time when Whit, Barney and Altman were in Waterloo a soft ball game was played between the Waterloo town team and the Refinery. Whit shone as a defensive man but was a trifle weak with the stick—on the other hand Altman hit a screaming triple and got to first base. A mighty clouter this man Altman but no speed demon on the path. Barney, the pantry-waist, wouldn't participate, saying that he was strictly a pinnoche player. However, with the great offensive work of Altman and the ground covering ability of Whit, the Refinery came out on the top side of an 8 to 6 score.

Slick Huffman, the big stock raiser from Stamps, has been pouring the corn to a couple

of pigs he is going to butcher in a week or two.

Lloyd Fairchild, drumfield foreman, purchased an expensive bag of feed. He wanted to get it for nothing but Camden slipped the clean shirt on Hope in a football game so Tar Baby had to pay double for his sack of feed.

Daniel Reardon

DANIEL REARDON, retired, died suddenly at his home at 22 Gay Ave., North Walpole, on Monday, December 13. Although he had been unable to work for about a year, and had been retired from active service since September 1937, his health was fair and the end came unexpectedly.

He was born in Ireland sixty-six years ago, coming to this country at the age of 26. He began work with Bird & Son in our Beater Room on January 7, 1907. He worked up through the various jobs in that department to the position of Beater Man in September 1919. He held this job until shortly before the time of his retirement.

He is survived by his wife, Mrs. Catherine Reardon, one brother Patrick who works at our Roofing Plant, and one sister Mrs. Catherine Hennessey of East Walpole. To them we extend our sincere sympathy in the passing of this fine Bird & Son Old Timer.

Anthony Feeney

JUST as we go to press word has been received of the sudden death of Anthony Feeney, worker for ten years in our Stock Transfer department at East Walpole.

The end came very unexpectedly on Saturday night, January 22.

He had been feeling well and had been at his regular work the day before. Those who saw him on Friday thought he seemed in particularly good spirits.

Mr. Feeney came with Bird & Son in October 1926 and had advanced to the position of gang boss in the Stock Transfer Department during his eleven years there.

He is survived by his parents, Mr. and Mrs. Patrick Feeney of 30 Plimpton Avenue, Norwood, and a sister Nora. Mr. Patrick Feeney works at our Roofing Plant and Nora at our No. 1 Box Shop. To them we extend our sincere sympathies.



By Kaino Paajanen

THE Bird Club Chromalin team is leading the Norfolk Table Tennis league as the first half of the schedule draws to a close. The Neponset team has found the competition a little too strong and has dropped to fifth place. The Norwood and East Boston teams have strengthened their line-ups with the acquisition of several talented players and will make a strong bid for top place honors in the second half. The official standing January 20:

	Aver. Points per Match
1. Bird Club Chromalin.....	8.12
2. East Boston.....	7.13
3. Norwood.....	6.78
4. Oakdale.....	6.33
5. Bird Club Neponset.....	6.30
6. Newton Table Tennis Club....	6.00
7. West Roxbury.....	4.13
8. Dedham Centres.....	3.78
9. Maraist.....	2.75
10. Norfolk Country Club.....	1.87
11. Dedham Uptowns.....	1.75

The Class B league is blooming despite the handicap of having only one night each week on which matches may be played. The standing January 20:

	Aver. Points per Match
1. FF Office.....	9.0
2. Print Machines.....	7.0
3. Accounting.....	7.0
4. Art Room.....	7.0
5. Roofing.....	6.5
6. Messengers.....	3.0
7. Box Shop.....	.5

Miscellaneous

The new facilities in Bird Hall have aroused much favorable comment from visiting players.

The red faces you noticed on some of the boys are not due to the cold weather. They challenged Pauline Babel to a match the night before.

John Folan, the playground champ from Norwood, is finding the competition too keen and is seriously thinking of retiring on his past laurels.

The championship tournament this year will be a toss-up. No player is outstanding and many upsets are expected.

The one-legged table tennis player

has superseded the one-armed paper hanger. If you don't believe this come up and see him some time.



By Ralph L. Watson, President

THE first regular meeting of the Bird Camera Club, following its organization on December 3, 1937, was held on January 18, in the Tower Room, FX2. Despite the inclement weather (the thermometer was at 6 below at 7 p. m.) a group of about 40 people attended the meeting.

After reports from officers and committees, a short talk regarding a number of bulletins received from the Eastman Kodak Company's Camera Club Photographic Service was given by the President. These bulletins describe in detail some of the activities engaged in by camera clubs and as soon as our beginners are instructed in the art of developing and printing their own pictures, which will be undertaken as soon as our newly acquired darkroom is "ready for occupancy", it is expected that much interest will be shown in the print competitions and discussions of prints to be held at later meetings.

A proposition to have the State University Extension course given here in East Walpole was placed before the Club but failed to enlist the necessary 25 students to have it given. Probably the opportunity will be offered again in the Fall, with different result. The course is given by Stillman Powers, a commercial and professional photographer of Boston, and should be of immense value to anyone seriously interested in improving his camera work. Price of the course, which is given in two parts of eight lectures each, is five dollars for each part; either part may be enrolled for.

Two more Standing Committees were added to the Club's list: a House Committee, to have charge of furnishing, equipping, and maintaining the club rooms; and an Exhibitions Committee, to promote and manage club contests and visiting exhibitions. Appointed Chairman of the House Committee was Hermon

Barker, who has appointed to serve with him, M. Edgar Tarr, Walter Hartig, Earle Davis, and Velma Cobb. The appointment of a Chairman of the Exhibitions Committee was postponed to the February meeting.

With a membership swelled to 83 by the election of 35 new members at this meeting, the Club decided to close its membership except to members of the Bird Club or to such outside persons as may be considered advanced amateurs and whose membership would be of value to the Club.

Mutch Reads Lecture

The principal feature of the evening was a lecture entitled, "The Essentials of Picture Making", furnished by the E. K. Company service, illustrated with their lantern slides, and delivered by Charles Mutch. The audience was very attentive throughout the lecture and it is hoped they profited therefrom! Further lectures from the same source will be scheduled from time to time, and selected advanced members will deliver them.

Following the lecture, cases containing new equipment for the darkroom were opened and the material displayed and explained by Eddie Tarr. Much interest was shown in the exhibit, and many members are evidently anxious to begin using the darkroom. We counsel patience to our eager members and assure them that the darkroom will be completed as quickly as possible.

Knowledge and experience are the best two feet any one can have to equip him for successful living.

—John Wanamaker

The Midland Improvement Company of Milwaukee, our largest Siding applicators in the Western Division, is now celebrating its seventh year of business. They employ a crew of sixty applicators, shown in the picture. In addition, they have a sales and office force of over thirty. This company has sold over four thousand siding jobs in the Milwaukee area since it has been in business.





By John H. White

THE Bird & Son Soccer Team has played two important games since our last writing—Sao Miguel, the clever Portuguese team of Cambridge, formerly the players of Lusitania, were defeated at East Walpole three goals to one in the second round of the State Cup Championship. This same team was eliminated from the United States Amateur Championship the following week by Bird & Son at East Walpole, three goals to two.

This game was a much disputed replay, arising from a Bird & Son protest of a previous game which was won by Sao Miguel. Our opponents used a specially built-up team with borrowed stars, but Bird & Son used their own regulars.

The draw now sends our team to Fall River to play Ponta Delgada of Tiverton, R. I. in the next round on Sunday, January 23, and this game will, of course, be history before this issue of the "Review" appears. This Tiverton team has been undefeated in sixteen games of the Fall River League and the National Championship Series.

At the present time we are tied with Sao Miguel, leading the Boston District League, and we are still playing in the United States Amateur Championship and the State Cham-

The Swing Sisters are heard each Wednesday at 5:00 P.M. over station WJAR. Left to right — Barbara and Meredith Anthony, and Thelma Thell. Barbara and Meredith are the daughters of Charles Anthony who works at our Phillipsdale Plant.



pionship. We have been defeated once by Lynn in the National Open Championship.

Bird & Son players are—Harry Benson, Jack Smith, James Schuller, Tommy Wood, Walter McKenna, Billy Golden, John McDougall, Gus Hogan, Bob Ellis, Harold Nicholson, Hugh Gardiner, and Carl Fredrickson.

Is It Worth The PRICE?

HAPPY is the man who establishes a rule of paying cash for everything. His bills are always paid and he never has the worry of meeting the payments on some article bought in a moment of weakness ten or fifteen months ago. There is no better way of living within your income and keeping free from financial worries than by the simple method of paying cash for everything you buy.

Your credit has a curious way of remaining good credit only so long as you do not use it much, and the man who buys this and that runs up a lot of bills which put him into debt, and soon finds that his credit standing, which all of us need for emergencies has fallen to almost nothing. The next time you start to sign on the dotted line for installment buying, ask yourself the following questions:

Questions

1—Am I ready to face the risk involved, including the risk of not being able to make my payments promptly if I should lose my job, have my pay unexpectedly reduced, or have sickness in the family which would take all my ready money?

2—Am I willing to take the risk of losing this article entirely, and what I have paid on it through failure or inability to make further payments on it after it is one-half or three-quarters paid for?

3—Do I realize that no matter how the price is camouflaged, I am actually paying a great deal more than this same article would cost me if I paid cash? This is especially true on goods sold at so much a week with payments running over a period of many months. Many times this extra charge is as much as 36%.

4—Am I ready to risk my credit standing in the community, knowing that if I fail to make payments

on schedule, this will make me a poor credit risk and perhaps prevent me from obtaining credit in an emergency later on when I need it the most.

5—Am I ready to continue these payments regularly for many months in the future even though the article which I purchased may become shabby or entirely worn out before the last payments are made?

6—Am I buying anything else on credit at the present time, and will this additional dollar or two a week take so much out of my week's pay that I will be going constantly into debt for the necessities of life while meeting these payments?

Ask yourself these questions squarely and fairly before you purchase on credit and you will save a lot of grief and worry. Start saving even a small amount regularly in our Credit Union today and you will soon have the ready cash available to buy those things you want when you want them. A regular savings program, no matter how small the amount, is the only sure way to financial independence.

Don't wait until tomorrow—start today.

What a Difference

WE are not exactly perfect in our safety work as long as we struggle along with two or three accidents a month, not even making the record of a no-accident month as often as we would like to, but we have come a long way in our safety program when we compare the present with twelve years ago.

Accident figures were recently discovered in the Personnel Department for the year 1925. In that year, which wasn't so long ago, we had 140 lost time accidents. January started out with the unlucky number of 13 in one month and then the figures were as follows:

February-11, March-17, April-12, May-10, June-11, July-15, August-11, September-17, October-9, November-8, December-6.

After studying these figures for a few minutes the total of 14 accidents for the entire year of 1937 doesn't sound so bad. We are just about ten times better workers for safety than we were in 1925.

Lump Sum Payments

FEDERAL old-age benefits are first payable on a monthly basis in 1942. They will then be paid to any man or woman upon retirement at or after age 65 if he or she has been employed in a covered employment some part of each of 5 years, beginning in 1937 and before reaching age 65, and has earned a total of at least \$2,000 in wages in such employment.

Hence, until 1941, any covered employee who becomes 65 does not qualify for the monthly retirement income. Instead, he is entitled to a lump-sum payment of $3\frac{1}{2}$ percent of total wages, under the law, even though still employed.

If any covered wage earner dies, his estate is entitled to a similar $3\frac{1}{2}$ percent payment.

In either case, payments are made only upon the filing of a suitable claim with a Social Security Board field office by the wage earner or his estate. If in doubt as to where to file, anyone may write for information to the Regional Office of the Social Security Board at 120 Boylston Street, Boston, or inquire at the Personnel Department.

My Kind of a Man?

What matter to me how a man is born,
What creed he may worship by;
Small matter, indeed, how his clothes are worn
If only his aims are high.
What matter to me where a man may live,
On boulevard, alley or road,
If only some comfort to mankind he give;
If only he lightens some load.
What matter to me what his name may be—
He cannot be blamed for that;
The thing that matters the most to me
Is, how does he take the gat?
If he fights like a hero when troubles befall,
And never tries passing the buck;
If he gets in the game and tackles the ball,
I admire the man for his pluck.
He's just the man I would have for a friend,
A man who can give and take.
In the tempests of life such a man will bend,
But never such man will break.

—Alson Secor



Uncle Mose maunderingly meditates that it is no wonder
our financial structure is so solid — having such a good
Axel to rotate around.

Suggestion Awards

DECEMBER

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Use Old Concaves as Wearing Pieces in Chutes—Howard Bearce, FBW
Change Slitter Knife—Rudolph DiMichele, FBF

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Guard for Saturation Pan—Joseph W. Bartell, FBPM7
Guard for Gear at FFG Hanger—Ralph W. Bassey, FFG
Covers for Slate Pipes—James Cannon, Chicago
Solvent Resisting Boots—Lester G. Evans, FFSM
Brace Guard at Emulsifier—John Fucci, FFN
Guard Around Belt Near Paint Mixer—John Glebus, FBR-3
Wheels for Slate Hopper Adjustment—George Heugel, Chicago
Use One Gallon Pails to Catch Waste Cement at FBC—Edmund H. Jones, FBC
Extra Winder Button at FFPM5 Hanger—Roy H. Massey, FFP
Pad to Prevent Breaking Rolls When Hooking On—Samuel A. Mineatti, DPV
Safety Rack at Cap Sheet Cutter at FBI—Frank Montisano, FBI
Keys in Slitter Holders—Edward Moore, Chicago
Change in Brass Slide in Hopper at Kettle House—FFG—John Nevers, FFG
Method of Eliminating Sticking in Piles of Custom Built Shingles—D. M. Patton, FBPM3
Guards Over Red Bulbs in FFR—George W. Sanborn, FFR
Guard for Broke at #5 Boiler—Frank V. Ventresco, FBR
Translucent Glass or Curtains at FB Washroom—Frank V. Ventresco, FBR
Replace Rubber Knockers in #4 and 5 Hangers with Leather or Rubber Belting
—Milford S. Ward, FFD
Method of Preventing 4/4 Compositions from Falling—Milford S. Ward, FFD
Chain to Hold Truck on Tractor at FXV2—Thomas Wood, FXV2

Joseph Bartell, FBP, Edward Moore, Chicago, and Milford Ward, FFD, were given additional awards of \$10 each for having five suggestions accepted.

JANUARY, 1938

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Speed up Motor on #1 Oiling Elevator—Joe Cozzi, Chicago
Repair 3 in 1 Slot Knife Holders—Edward Moore, Chicago

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Chain and Hook on Conveyor of No. 1 Machine—Pasquale Alberico, FBF
Cover for Hi-Lift Truck to Protect Rolls of Felt—Carl Altonen, FBX
Lengthen Chain Fall Runs on Shingle Machine—Charles Chorlton, Jr., FBM
Install a Louder Bell in DPC—Edward Collins, DP Office
Chute for Sub Basement Elevator—Joe Cozzi, Chicago
Additional Equipment for New Tractor—Thomas De Sena, FBPM
Guard for Electric Irons—Thomas Durkin, FFZ
Convenient Knife at Wrapping Table—Ray Engvorson, Chicago
Name on Company Trucks—Lester G. Evans, FFSM
Additional Rolls on FBPM3—John Faulkner, FBPM3
Case Harden and Grind Cam Roll Shafts—Robert Hood, EMM
Sleeve for Disc on Blank Press—Robert Hood, EMM
Railings on Stairs Leading Out to Roof—George Hornof, Chicago
Removal of Ragged-Edge Trim in FBPM 3—Richard C. Hutchinson, FBPM 3
Method of Piling Custom Built Blanks in FBPM 3—Richard C. Hutchinson, FBPM
Equipment for Assembled Border Table—William Janusaitis, FFT
Extend Cat Walk to Steam Valve—Joseph Lance, Chicago
Reverse Chain on #2 Rack Incline—R. J. Lance, Chicago
Larger Door at Top End of Ramp Between FB21-22—John J. McDonald, FBV
New Anvil Block—Edward Moore, Chicago
Jig for Grinding Knives on Special 3 and 1 and Copper Clipt Die Rolls
—Edward Moore, Chicago

Additional Rail on Rail Walk for Safety—Theodore F. Pieczonka, FBSM
Change Coating Outlet—Clemens Reithofer, Chicago
One Way Valve on Charging Line from FBA to FBQ—Arthur T. Spinks, FBB
Extension from Light North of Elevator—John Sullivan, Chicago
Drift for Driving Pump Shafts into Pumping Gears—Mario Tomassetti, FBM
Steps at Platform Near #7 Yard Gate—Henry L. Treen, EMZ

Charles Chorlton, Jr., FBM, Robert Hood, EMM, and Mario Tomassetti, FBM, were given additional awards of \$10 each for having five suggestions accepted.



Mr. and Mrs. William Kennedy of Chicago vacationing in Denver last Summer. Mr. Kennedy is an oiler at our Chicago Roofing Plant.

Change in Suggestion Plan

THE following announcement was posted on all our bulletin boards on February 1st. It is of interest to all who use our suggestion plan:

Our suggestion plan has been in operation for over twenty-five years.

Because of the very large number of suggestions in our files, it takes an unwarranted amount of time to check back many of them to determine whether there have been previous ones entered.

Also, because of changing conditions, ideas which were not practical ten years, five years or even one year ago may be practical today. Obviously the man who suggests something practical today is entitled to an award, yet under our present plan if there has been a previous suggestion, this previous suggestion receives the award, even though the idea was actually brought to management's attention by the later suggestion.

In order to establish a clearer basis for paying awards, and to eliminate work, the following change is made:

Effective March 1, 1938 all suggestions turned down by the Suggestion Committee are rejected permanently. To receive further consideration, an idea must be re-entered as a new suggestion.

However, if an original suggestion is rejected and then put into use by Bird & Son within a year

from the date of rejection, an award will be paid unless—

a. It can be established that the idea was put into use because of a later suggestion covering an improved method of doing the same thing.

A worker who feels that a rejected suggestion is worthy of further consideration may submit a new suggestion on the same idea at any time.

Bird & Son, inc.
Suggestion Committee

Stephen H. Barton

STEPHEN H. BARTON, Carton Sales Correspondent, died at the Goddard Hospital, Brockton, on Wednesday, December 8, from injuries received in an automobile accident in Stoughton the previous Saturday.

Mr. Barton's car was in collision with the car of Fire Chief King Endicott and Lieutenant Louis F. Tatus of the Canton Fire Department who were also injured. Barton was thrown from his car and received severe head injuries which proved fatal four days later.

He had been with Bird & Son since September 1936, training for sales work in the Carton Division. His parents live at East Orange, N. J., and to them his many friends at Bird & Son extend their sincere sympathy.

Social Security Cards

JUST a year ago you received your Social Security Card from the United States Government. This card bears your Social Security number which is a permanent number for use wherever you work.

Keep this card carefully, as you would your driver's license.

If you lose the card report it immediately to the Personnel Department and they will tell you how to apply for a duplicate.

In addition to keeping this Social Security number, you should also for your own protection keep a complete record of your wages since the law went into effect on January 1, 1937. The best way to do this is to keep the actual deduction slips which are attached to each check you receive. This will give you a complete record of all tax payments made by you, a record that will be invaluable if you find that an error



Friends of Tony Richardi will be interested in this picture taken of him at the University of Alabama. These cannon were used in the Great War, and stand now in front of the R.O.T.C. Building at the University.

has been made in your account with the Government.

Remember that the Government has millions of accounts to keep straight. In case of any mistake, it will be much easier for you if you have a complete record to prove that you are right.

Acknowledgments

We wish to thank all our friends in Bird & Son, inc., for the flowers and the kind expressions of sympathy received during our recent bereavement.

Arthur V. Wilson and Family.
William W. Wilson and Family.

Thank you sincerely for your kind expression of sympathy. It was deeply appreciated and is gratefully acknowledged.

Frank L. Reed, Phillipsdale

We wish to express our thanks to all the employees of Bird & Son for the many expressions of sympathy, the beautiful floral tributes and great kindness shown us during our recent bereavement.

Mrs. John R. Burhoe,
Ethel Burhoe,
George Burhoe,
Mr. and Mrs. Stuart Farris,
Edith Burhoe

Your kind expression of sympathy is deeply appreciated by the members of my family and myself.

Leo R. Bernier

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mrs. James Hazlett and family

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Walter Cyr

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Theodore Michienzi and family

The beautiful blooms and many expressions of sympathy were deeply appreciated in our recent bereavement.

Roy M. Springer and family



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins
Lock-Butt	BIRD Insulated Bric-Siding	Individuals
Tri-tab Hex		Giant Individuals
Art Wall Siding	Bric-craft Siding	Copper-clipt
	Weather-Tex Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal		Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
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BIRD CHROMALIN Floor Covering

Patterned	Plain	Jaspé	Chromasets
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Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons
Tack and Screw Boxes

NEPONSET Waterproof Paper Flower Pots
Plant Bands
Plant Boxes

Special Paper Division

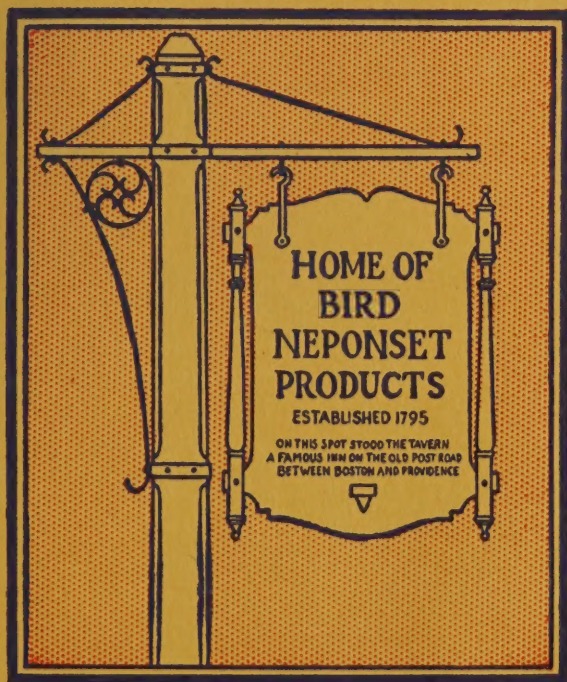
Index Pressboard	Socket Lining Paper	Rocket Paper
Cartridge Paper and Wad	Fusee Paper	Cushion Plugs
Chip and News Boards	Mill Wraps and Heads	
Dry and Waterproof Papers for Special Purposes		
Industrial Filter Paper	Toe Cap Felt	
Innersole Board	Cloth Board	



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXVI NO. 2

APRIL 1938



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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Chief Research Chemist, J. E. GRAHAM

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Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

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Assistant Superintendent, J. F. MATCHA

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Assistant Superintendent Shreveport Plant, C. J. HARVIN

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BALTIMORE, BROOKLYN, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY,
MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD'S NEPONSET REVIEW

VOL. XXVI

APRIL, 1938

No. 2

Bird Club Has Busy Season

Membership Now More Than Nine Hundred

WITH nine different activities functioning, the Bird Club is just completing the busiest winter season in its history. Glee Club and Bridge—two new activities last year, have become fully established now, and the new Camera Club, organized only last Fall, is more than holding its own in popularity.

Now that Spring is really here, these "winter sports" are winding up, and a whole new crop of summer sports is ready to blossom out—tennis, baseball, golf, soft ball and quoits.

Since the Bird Club reorganized in 1935 membership has increased over 100%, from 424 to 949, and the activities have grown from half a dozen to sixteen—all attracting their own enthusiasts, and all healthy and still growing. The old idea of paying \$6.00 a year just to sit back and listen to entertainments has gone, and in its place is the modern do-it-yourself idea. Now, for only \$1.00 a year, most members take active part in two or three sports, or help to put on their own shows, and get more than a good dollar's worth of enjoyment out of each one. Opening the membership to women was another fine idea. The Club has now become a real all-Bird & Son organization.

No one is better qualified to write about what is going on than the chairmen who head up the various activities, so to quote Al Smith, "Let's have a look at the record" and see what those chairmen have to say—

Entertainments

By Arthur Wilson

IN November at the Norwood Junior High School, the Entertainment Committee put on a Barn Dance Costume Party with Joe Rubin and his band for dancing.

The Hall was decorated with corn stalks, in keeping with the Thanksgiving season.

There were about 250 couples who attended this dance and prizes were given for the best costumes.

The refreshments consisted of cider and doughnuts and were enjoyed by all.

In January the Committee sponsored a Roller Skating Party. The party was held at Moseley's on the Charles and the hall was crowded to capacity, with everyone having an enjoyable evening.

In February the Committee presented The Walpole Footlighters in "Personal Appearance" at the Norwood Junior High School.

This party, which was a little different in entertainment, proved to be a great success. The Hall was filled to capacity.

The local talent gave a fine performance and did justice to the play.

Directors and Officers of the Bird Club, Inc. Back row (left to right) B. D. Rogers, Director of Personnel, Frank P. Reynolds, Roofing Plant Chemist, Ernest Oakes, Stock Transfer Department, Hermon Barker, Paper Mill Chemist, John J. Bradley, Flooring Plant Chemist, Anne Kelliher, Office. Front row—Ernest H. Coleman, Accounting Department, A. W. Smith, Credit Union (Secretary), Wesley A. Beaulieu, Accounting Department (President), Frank S. Clem, Flooring Plant and Charles Rafuse, Maintenance Department.





Eight Bird Club Committee Chairmen. Back row — Leo Bernier, Glee Club, Edward Hiller, Horseshoes, Lili Petroni, Baseball, Stephen Cavanaugh, Soft Ball. Front row — Ernest Coleman, Educational, Frank Clem, Tennis, Charles Rafuse, Golf, and Arthur Wilson, Entertainment. Ralph Watson, Camera Club Chairman was absent because of illness.

On March 17th a Poverty Party was given at the Norwood Junior High School, and was enjoyed by 200 or more couples who danced to the music of Joe Rubin and his band.

Prizes were given for the best costumes and during the evening coffee and doughnuts were served.

Everyone had an enjoyable evening.

The Big Time of the Year

May 7th at the Norwood Armory we are putting on a turkey dinner, entertainment and dancing for Bird Club members only. This is the big event we have all been waiting for, and the committee knows that it will be no disappointment.

Watch for the bulletins for this party which will be sent to all Bird Club members in the near future. The Committee in charge is Arthur Wilson, Chairman, Leo Bernier, George Lane, Martha McLaughlan, Sigurd Gustafson, Herbert Badger, Anne Kelliher, Mary Bannon and James Sullivan.



By F. H. White

WITH only a few postponed matches to be bowled, plans are now

complete for winding up the season with a big banquet and entertainment at Wightman's "Old Mexico" restaurant in South Attleboro on Thursday, April 7.

Both the men and girls' bowling teams are joining together for this party and a record attendance is expected. There is a choice of steak or turkey at the banquet. Immediately following, the prizes will be awarded to the various teams and individuals winning season honors.

Six acts of high class vaudeville from the White Entertainment Bureau are scheduled. Walter Hartig's orchestra will play during the dinner, and afterwards for dancing.

The final results of the season will not be available until after the "Review" goes to press, but present standings are as follows:

American League

	Average
Flooring Office.....	.750
Combiners.....	.666
Tack Boxes.....	.650
Roofing Samples.....	.633
Flooring Finishers.....	.571
Granule.....	.500
Flooring Shipping.....	.365

National League

	Average
Flooring Machines.....	.850
Shoe Cartons.....	.800
Roofing Machine Shop.....	.500
Paper Machines.....	.416
Flooring Machine Shop.....	.363
Undercoat.....	.291
Flooring Samples.....	.192
High Individual Single String: Earle Higgins, Flooring Machines, 144.	
High Individual Three String: Earle Higgins, Flooring Machines, 373.	

High Team Single String: Flooring Machines, 560.

High Team Three String: Flooring Machines, 1548.

Highest Average for the season: Amedeo DiFlaminis, Shoe Cartons, 107.8.

Girls' Bowling News

By Ann Kelliher

THE Girls' Bowling League started on October 18 and finished on February 3 with still a few postponed matches to be played. We bowled either Monday evenings at the Talbot Alleys in Norwood or Thursday evenings at Hoyt's alleys in East Walpole.

The person that bowled the highest single string for the week was awarded a dollar.

The Girls' League is planning to have their banquet with the Men's League this year at the Old Mexico in South Attleboro on Thursday evening, April 7.

Team Results:

	Won	Lost	Percent
Cartridge Cutting.....	33	11	.750
Billing.....	27	13	.675
No. 2 Box Shop.....	30	22	.580
Stenographic.....	25	19	.570
Sales Promotion.....	26	26	.500
Staplers.....	20	20	.500
Corrugated Cases.....	14	26	.350
Flooring Sales.....	5	43	.140

High Individual Single String: Hilda Zimlicki, Cartridge Cutting, 159.

High Individual Three String: Hilda Zimlicki, 342.

High Team Single String: Cartridge Cutting, 514.

High Team Three String: Billing, 1381.

Ten highest bowlers for the season:

Name	Team	Average
Laura Farris	Billing	95-7
Hilda Zimlicki	Cartridge	94-3
Helen Olsvitch	Cartridge	91-6
Margaret Owens	Sales Promotion	89-22
Mary Bannon	Billing	89-19
Ruth Anderson	Stenographic	89-9
Nancy Ruggiero	No. 2 Box Shop	89-4
Mary Bellew	No. 2 Box Shop	89-3
Mary Geary	Billing	88-8
Ann Kelliher	Sales Promotion	88



By Leo Bernier

THE Glee Club sang at the "Smile Party" given by the Massachusetts Safety Council in the Hotel Statler Ball Room on March 21st. The selections, "Stout-Hearted Men", "Annie Laurie" and "The Musical Trust" were exceptionally well done and generously applauded. The pres-



Walter M. Smith, trumpet soloist, who will appear with the Bird Glee Club at their spring concert on April 21.

ence of the Glee Club, together with many employees from all departments, and Don Frazier's interesting paper at the Tuesday afternoon session, gave Bird & Son excellent representation at this Safety Conference. A review of our 1937 Safety record, following the Glee Club's singing, brought forth the remark that "Bird men are safe workers and swell singers."

Ray Kirk, the red-headed thrush from the East Walpole mill had a touch of "neuralgy" that prevented him from vocalizing for a while. We missed his congenial presence and pleasing voice.

Walter Hartig, basso profundo, and violin virtuoso, has proven also to be a grand committee chairman. Walter interviewed at least six dance bands of high standing before finally engaging Frank Rollins Brown University Orchestra for the club's dance on April 21st.

When Charlie Mutch and George Wallace start to give the proper pronunciation of Annie Laurie's lines, the burr in the air and the "r's" rolling around, make us think the Black Watch is coming!

* * *

News While It Is News

The Glee Club will close its season with a Concert and Dance to be held at the Norwood Junior High School, Thursday, April 21st.

The club has been organized less than two years, but under the excellent instruction and leadership of

Henry Jackson Warren, has appeared in concert work successfully four times. Last season the club gave its first public performance, sang at the Minstrel Show performances and presented a fine Christmas concert. On March 21st this year they sang at the Massachusetts Safety Conference. All these engagements were excellent, and a tribute to the men who have devoted so much time and practice to the development of our male chorus.

The coming event on April 21st will give all Bird Club members and their friends an evening of good music, and happy good fellowship. The concert program is by far the most imposing the club has undertaken and includes many selections that are a compliment to the training and ability of the Glee Club. The program is as follows:

PROGRAM

Jesu, Joy of Man's Desiring	Bach
Suabian Folk Song	Brahms
On Wings of Song	Mendelssohn
Laudamus	Protheroe
The Glee Club	
Marguerite Polka	Smith
Mr. Smith	
Lift Thine Eyes	Logan-Baldwin
Believe Me, If All Those Endearing Young	
Charms (Old Irish Air)	arr. by Hilton
Heav'n, Heav'n (Negro spiritual)	
	arr. by Burleigh
The Sleigh (a la Russe)	Kountz-Baldwin
The Glee Club	
Morning	Speaks-Baldwin
Long Ago in Alcalá	Messenger-Matthews
Soloist, Edgar M. Grout, Baritone	
The Musical Trust	Clokey
Finale—from "The Gondoliers"	
	Gilbert and Sullivan
The Glee Club	

Stars in Velvet Sky

Mr. Smith

Pilgrim's Chorus from "Tannhauser" Wagner

Annie Laurie

arr. by William Achilles

The Lost Chord

Sullivan

The Glee Club

The Club will be assisted by the noted trumpet soloist, Walter M. Smith, who will play two groups of trumpet selections. Mr. Smith, who is fast taking the place of his father who died last year, is widely known in high musical circles, and as guest artist, gives the program a most pleasing balance.

Henry Jackson Warren will direct the concert and William Achilles will be at the piano. Following the concert there will be dancing until midnight. Walter Hartig, Joseph Erker and Edgar Grout, as members of the Dance Committee, have engaged Frank Rollins Brown University Orchestra. This band of good-looking collegian athletes has just returned from a Bermudian cruise engagement and should have everything it takes to dispense the proper brand of music to satisfy lovers of terpsichorean art. Some wit, wag, or other dispenser of bon mots, describes this orchestra as Rollins Rollicking Rythm Wreckers—so our advice is to hurry—hurry—get your tickets! They are going like torrid tomatos!

Card of Thanks

I thank my friends in the Bird organization most kindly for the beautiful flowers and messages sent to me during my recent illness.

Mary E. Stone.

Captains of the Girls Bowling Teams. Back row—Anne Kelliher, Finished Stock Records Department, Bertha Broadley, Flooring Sales, Hannah O'Day, No. 1 Box Shop, Nellie Winkas, No. 1 Box Shop, Josephine Survilla, Stenographic Department. Front row—Hilda Zimlicki, Cartridge Room, Mary Bellew, No. 2 Box Shop, Margaret Owens, Sales Promotion Department, Mary Bannon, Billing Department.





Captains of the Men's Bowling Teams: First row — Earl Higgins, Flooring Plant, George Lane, Roofing Plant, F. H. White, No. 1 Box Shop, Chairman of Bowling Activities. Second row — Henry Smith, No. 2 Box Shop, Richard Sprague, No. 1 Box Shop, Edmund Westrom, Roofing Plant, William Percy, Roofing Plant. Third row — James Lowe, Roofing Plant, Richard Jenkins, Flooring Plant, Samuel Piraino, Flooring Plant. Back row — Paul Calderone, Roofing Plant and Anthony Montisano, No. 2 Box Shop.



By Hermon Barker

THE Bridge Club holds its final match on April 1, at which time the bridge champions for 1937-38 will be crowned. Monthly matches have been held since October.

The first five in the standings at present are:

Contract—Mrs. Robert Rodd, 27,090; Robert Rodd, 27,090; Hermon Barker, 24,420; L. Darmedy, 23,662; Mrs. Amos Dixon, 20,161; Amos Dixon, 20,161.

Auction — Amedio DeFlamines, 16,479; Arsene Marchand, 15,982; Anthony Montisano, 15,982; Daniel Delaney, 14,752; James Dowling, 14,752.

No. 2 Box Shop appear to have a strangle hold on Auction this winter having provided the winners for five of the six matches played and the second prize winners for four matches. The standing shows box shop players in first, second and third places. Apparently these nightly bridge sessions in the Brigade Room do some good.

Mr. and Mrs. Bob Rodd appear to have the contract championship well under control, with a lead of about 2700 points.

A successful class of 32 potential contract players has been meeting

regularly for four weeks and is now completed. The class has been under the leadership of Mr. Gene Manchester. He is a capable and popular instructor and the classes have been very enjoyable. We have been especially fortunate in having Mr. Bonney of the Boston Chess Club give talks at several classes on various phases in the play of the cards.

The Bridge Club continues to hold a considerable interest among Bird Club members, about one hundred members having played in one or more matches. The number of contract players has increased over last year and we hope the new contract addicts who have been attending our class this year will come out in force next fall.



By Kaino Paajanen

FOUR years ago a group of young men at the Flooring Plant who had been playing "ping pong" at the homes of several of the men, received permission to use the conference table in the Flooring Brigade Room for this sport. From this modest beginning table tennis, as the game is now known, received its

impetus in this company and today, sponsored by the Bird Club, it is one of the most popular winter activities.

Table Tennis as now played is a strenuous game of skill and endurance. No longer played on dining room tables but on regulation tables with regulation equipment under international rules, it is an indoor sport which appeals to those who are looking for strenuous exercise during the winter months. Excellent facilities for this game are provided in Bird Hall where many tournaments and team matches with outside clubs are held.

Two Bird Club teams have entered the Norfolk Table Tennis Association tournaments for the last two years, the Bird Chromalin team winning the tournament the past year. This year the Chromalin team, trailing the leading Norwood team by one point, met this team in the final match of the season and after the most hard-fought match of the year which ended in a tied score, finished second in their league standing by the narrow margin of this one point. The Norwood team will meet the East Boston team in the play-off for the Association championship. The team standings at the close of the season:

American League

1. Norwood.....	39 points
2. Bird Chromalin.....	38 points
3. Bird Neponset.....	29 points
4. Dedham Centres.....	20 points
5. Maraist.....	15 points
6. Norfolk Country Club.....	9 points

Leading Bridge players this season. Back row — Hermon Barker, Chairman of the Bridge Committee, Anthony Montisano, No. 2 Box Shop, Daniel Delaney, No. 2 Box Shop, Arsene Marchand, No. 2 Box Shop. Front row — Robert Rodd, Jr., Accounting Department, Amos Dixon, No. 2 Box Shop, Amedio DeFlaminis, No. 2 Box Shop, James Dowling, Accounting Department.



National League

1. East Boston.....	46 points
2. Newton T. T. Club.....	38 points
3. Oakdale A. C.....	29 points
4. West Roxbury.....	18 points
5. Dedham Uptowns.....	11 points
6. Watertown.....	8 points

Each year tournaments for the championships of the Bird Club are held, the winners receiving silver trophies suitably engraved. The 1938 champions already crowned are:

Men's Singles—Victor Babel.

Men's Doubles—Nelson Phillips and George Johnson.

Mixed Doubles—Margaret Delaney and Kaino Paaanen.

The women's championship tournaments are in play at the present time.

In order to arouse interest among beginners an interdepartmental league was organized this year. Under the efficient management of James Smith and Thomas Coyne forty-five players participated in league matches. The first four teams in the final standing are now engaged in a play-off for the league championship. The final league standing:

Accounting.....	44 points
Print Machines.....	41 points
RF Office.....	39 points
Roofing.....	38 points
Art Room.....	21 points
Box Shop.....	17 points
Messengers.....	10 points

Last year the girls became interested in table tennis and this year have taken the game very seriously. Julia Lewis and Margaret Delaney have been in charge of the girls' activities. The individual championship tournament is now in play with Pauline Babel the logical favorite to retain the title she won last year out Laura Farris, Eleanor Carlson, Julia Lewis and Lilyan Paquette are capable of springing an upset.

Miscellaneous

John Woloshyn wins the fur-lined cable tennis ball for being the only person who never missed ladies' night during the whole season.

Lilyan Paquette holds the record for consecutive games without intermission, 23 games by actual count.

Figure this one out: The Neponset team defeated the Chromalin team 5-4, the Norwood team defeated the Neponset team 7-3, the Chromalin team tied Norwood 5-5.

Future champions: John Woloshyn, Albert Kimball, Solvig Storm, Katherine Hennessey.



Leading Table Tennis players this season. (Left to right) John Woloshyn, Flooring Plant, Julia Lewis, Sales Promotion Department, Kaino Paaanen, Flooring Plant, Solvig Storm, Statistical Department and Victor Babel, Flooring Plant. Paaanen is Chairman of this activity.



By M. E. Tarr

ALTHOUGH only four months have elapsed since the Bird Camera Club was organized, it already has a paid up membership of sixty-six, with more joining each month.

The attendance at the monthly meeting has averaged between 45 and 50 enthusiastic members; so it may readily be seen that this new Bird Club sponsored activity has "caught on" with a bang.

The dark room in DM14 has been completed and six classes for instruction in the use of the dark room and its equipment for developing and contact printing have been formed.

These instructions are to be given by the following club members: R. L. Watson, No. 1 Box Shop Walter Hartig, No. 2 Box Shop Perley Mudgett, Stock Handling Charles Mutch, No. 1 Box Shop Earle Davis, Special Paper Sales M. E. Tarr, Accounting

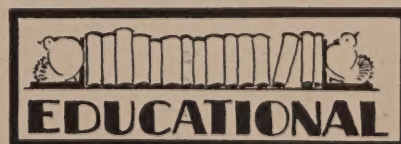
After the members have mastered the technique of developing and contact printing, instruction will be

given in the use of the projection printer (enlarger to most of us).

The regular April meeting has been postponed to April 26 because of the holiday falling on the regular meeting night.

Mr. W. C. Ahlgren is going to show some illustrative motion pictures on the pitfalls waiting the tyro in amateur movie making at this meeting. This should be of interest to the "Still" fans as well as the ciné minded, as it deals principally in exposure and lighting troubles encountered before one learns to use his movie camera properly.

Several print competitions are planned by the exhibitions committee for the future which will be climaxed by the first annual exhibit of the Bird Camera Club. Don't miss it! Watch these columns for further announcements.



By E. H. Coleman

THE Educational Committee is sponsoring a series of forum discussions in Economics and their relation to



Herman Nordstrom, Chairman of the Cribbage Parties and Roger White leading Cribbage player for the season.

Current Affairs. The class is conducted by Dr. James M. Matthews, Director of the Division of Distribution at Babson Institute.

There is an enrollment of forty-five members, and they meet weekly on Thursday evenings. These discussions are related to the general theme "What's Ahead for American Business". Specific discussions subdivide the general theme into programs on "Natural Resources", "America's Productive Capacity", "Changes in Business Policy", and "Consumer Needs".

Interest has been so keen that we are sorry to have these discussions come to an end.



By Herman Nordstrom

THE last and largest Cribbage Party of the 1937-1938 season was held Friday night, March 18th in the East Walpole Brigade Room. There were 64 players present, and everybody seemed to have a good time.

Roger White, Flooring Plant, was the winner of the \$5.00 prize for the five game series. First Cribbage prize of \$5.00 for the evening went to Edmund Wenstrom, Roofing Plant, and the second prize was divided between three men, each receiving one dollar: Earl A. Bradley, Robert McLauchlan and E. M. Gilmore.

Door prizes went as follows: Axel H. Anderson, Treasurer, Elsa Hastedt, Hospital, Lester Readell, Norwood, Stuart Farris, Flooring Plant and Kenneth Towle, No. 1 Box Shop. Each winner received a large basket of assorted fruits.

The party on February 24th was definitely a success. Fifty three players were present and \$7.50 in Cribbage prizes was divided between three men: Michael O'Brien, East Walpole, A. E. Halliley, Norwood, and Roger White, Flooring Plant.

Three door prizes of baskets of fruit went to Nils Lindequist, Flooring Plant, Oscar Kock, Norwood and Fred Gothan, Norwood.



By John H. White

FOLLOWING a two months' lay off, our Soccer team was sent against the New England open Champions—Ponta Delgada of Tiverton, R. I., in a National Amateur Cup Championship game at Bigberry Stadium, Fall River on February 26.

The game was played under exceedingly bad weather and ground conditions, thus the Bird and Son team was placed under a heavy handicap that increased as the game continued, with the fast Ponta team finally winning by the top heavy score of 8 to 1. This victory gave the Ponta's the New England Amateur title along with the open honors. They were undoubtedly the best and fastest team Bird & Son have met at any time. Trained to the minute by having played continuously throughout the winter, they proved themselves real champions.

In the Massachusetts State Cup Championship we won our way to the semi-final, but as the referee unreasonably called the game three minutes before time, the game with Sao Miguels must be replayed. This, by all law, should be again in East Walpole and Bird and Son would play that game—but if we are officially ordered to Cambridge, the game would not be played without protest on our part.

In the Boston and District League which opens March 20, we take the field undefeated and untied. Every effort will be put forward to capture our first League title. This should be possible providing our team strength can be maintained.

Our players are Schuller, Smith, Wood, Golden, McKenna, Gus Hogan, Costello, McDougall, Ellis,

Benson, Rocha, Gardiner, Silo, Nicholson, John Hogan and Frederickson.

To date, during the 1937-38 season we have been defeated twice, each game was in the National Championships against powerful teams representing Lynn Riverside and Ponta Delgada respectively.

These smart new Bird blankets certainly looked smart and valuable during the stormy afternoon at Fall River.



By Frank Eisenhower

FIRST Aid, after idling along the last few months, has come to life now and is very active, taking its place along with the other Bird Club activities of the season.

We have a standard First Aid Course in progress and it is now in the 6th lesson. This class was started February 18 and will be completed by May 2 if everything continues to go along as it should. We are having two-hour sessions every Monday evening, with a five-minute recess in between.

In any class of this kind, the progress depends largely on the attendance and the enthusiasm of the members. The progress of any class can be greatly reduced by members who keep missing classes, thus requiring the instructor to review at the next session what has gone before. Fortunately I have a class composed of men and women who are really interested in the subject and sincere in their study. Proof of their

Manager John H. White, and Captain James Schuller of the Bird & Son Soccer Team.



enthusiasm was given the night of the young blizzard. Sixteen out of twenty showed up that evening! As long as there is a fine spirit like that "we are happy about the whole thing."

Ten men and ten women are enrolled and are as follows: Dorothy Allen, Box Sales; Nellie Patinsky, Box Sales; Betty Benson, Accounting; Ethel Burhoe, Roofing Sales; Louise Geary, Billing; Hilda Rafuse, Accounting; Pauline Rafuse, Box Sales; Marguerite Rorke, Box Sales; Ethel Murray, Credit Union; Anna Smith, Box Sales; Bruce Farrar, Roofing Plant; William Mattson, Painter; Henry Hosking, Finishing; Anthony Lucas, Roofing Shipping; Roscoe Shorey, Flooring Plant; George Mahoney, Finishing; Henry Houghton, Flooring Plant; and three outside men, Richard Milliken, Robert Sawyer, and Arthur Massey.

The First Aid Club had an interesting subject last month—"Blood Transfusion," with Dr. R. W. Bourke as the speaker. The subject was especially interesting as a number of the men are interested in forming a reserve group of blood donors. The members of this group who were willing and able to give blood transfusions at any time have had their blood tested and typed. Then, in case of emergency the records would show immediately which donors were suitable to furnish blood to the injured person. Both the doctor and our Plant Hospital have this record now.

In the group were found three men who are what is known as universal

"Look there," says Leon Lawrence Gammell, son of Lawrence Gammell of the Flooring Plant. Leon is 22 months old.



donors. Their blood is of the type that may be given to anybody. This list of men is: Albert Eckert, Roy Cooper, Frank Nyborn, Harold Smith, Charles Rafuse, Kaino Paajanen, Nelson Bartlett, William Ivatts and Russell Ferguson.

The Fire Brigade have called a halt to their lectures and demonstration on First Aid to take up their out door practice. We had four First Aid lectures this past winter and the men all had the opportunity to try out some of these demonstrations. We hope that next winter we shall have the opportunity of showing these men some more things of interest and value. These lectures and demonstrations were conducted by the First Aid squad Company No. 11 of the Main Mill Fire Brigade which is composed of the following men: Frank Eisenhower, Captain; Charles Rafuse, Lieutenant; William Ivatts and Ralph Farris.

(Other Bird Club News Continued on Page 14)

Home Hazards

FALLS

Nearly half of all home injuries result from falls, the majority of which occur on steps or ladders.

Strong, safe step-ladders and Properly lighted stairways

kept free of toys, brooms, soap and any other articles over which a person might stumble, will largely remove this cause of home accident.

Rugs

fastened securely to the floor will prevent falls of this nature. This is especially true on hardwood floors with polished surfaces.

Uncoltered floors and passage-ways

will eliminate injuries from tripping or stumbling over playthings, papers, books and numerous other articles which many of us leave lying carelessly about, instead of restoring them to their proper places. Keep floors picked up.

Ice, Snow, Grease

and similar substances cause bad falling hazards unless they are promptly removed. Don't let any of these cause an accident at YOUR home.

Use Step-ladders Only

for reaching up to shelves



First Aiders demonstrate proper methods of applying bandages. Frank Eisenhower, who is serving his first year as instructor at Bird & Son, inc., is standing at the back. The other three are members of this year's class—Hilda Rafuse, William Mattson and Bruce Farrar.

and doing any work which you cannot reach from the floor. People who stand on chairs (especially rocking-chairs), boxes and other insecure objects to reach heights are just inviting themselves to a serious fall.

Bath tubs

may cause serious falls. Rubber mats in the tubs will prevent slipping while bathing, and there should be hand-holds on the walls conveniently located to act as safeguards. Older people must be especially careful to guard against this falling hazard.

Age Groups of Bird Workers

SOME statistics recently compiled in our Personnel Department showed that 53% of the workers at Bird & Son were over the age of 35. The percentage over 40 was 39.1% and over 50 years, 17.5%.

The age group having the greatest number of employees was the age group from 30 through 34; next came those 25 to 30; third, those from 20 to 24 and fourth, those from 35 to 39.

In Massachusetts the percentage of workers over 35 years of age is 53.3 and for all New England it is 48.4. Both Massachusetts and New England as a whole, list the age group from 20 through 24 as the group having the greatest number of workers.

BIRD'S NEPONSET REVIEW

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In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
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E. M. Grout A. S. Blaney

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*The fellow who "does it now" has time
to do something else while the other fellow
is still thinking about it.*

A Better Plan

THE new suggestion plan, inaugurated on March 1, 1938, is designed to give a fairer distribution of awards to the suggestors. Under this new plan, when a suggestion is turned down, it is permanently rejected, unless the idea is adopted by Bird & Son within one year from the date of the rejection.

In this latter case, a suggestor may ask to have the suggestion reviewed, and if his idea is original and has been carried out as he suggested, he will receive an award. However, if another suggestor has put in a more recent suggestion which covers a better way of doing the job, this second suggestor will then be the one entitled to the award.

This plan has been established to eliminate several inequalities which had developed under the original plan. Formerly, the original suggestor always received the award. Thus, many times it happened that a man put in an idea worthy of adoption, only to find that he could receive no credit, because it had been suggested five or ten years ago by somebody else, when conditions were totally different. Now, if a suggestion is not adopted, it automatically becomes obsolete after the period of one year. Then later, if conditions change, and another suggestor sees how the idea may now be used to advantage, he can enter a new suggestion and receive the award to

which he is rightfully entitled, because he was on his toes to the changing situation.

Of course, if a man feels that a suggestion of his own is still good, even though it has been rejected, he himself may enter a new suggestion on the same subject.

From the company's standpoint the new regulation will eliminate the necessity of constantly referring to files more than one year back—a task which was becoming increasingly difficult with records dating back twenty-five years. It will mean easier operation of the whole suggestion plan, and the final result will be a much fairer distribution of the awards to the men who really deserve them.

What Accident Figures Mean

THE Entire Population of Brockton, Dedham, Norwood and Walpole Wiped Out—That would be "some news" if true. However, it is a true and terrible fact that more people were killed by accidents in the United States in 1937 than are now living in those four towns. The total number of deaths was 106,000—and that figure is nearly 6,000 higher than the total population of the places listed below.

The whole of Norfolk County has 320,826 residents; To illustrate the number of people permanently injured last year, we would have to take everybody now living in Norfolk County and add to them about 54,000 more individuals, enough people to make a large city in themselves.

Then, in order to list individuals temporarily injured, we would have to take the entire population of the six New England States—Massachusetts, Connecticut, Rhode Island, New Hampshire, Maine and Vermont—and we would still be short by nearly 1,000,000 people.

It would take the entire population of the towns of Foxboro and Norwood to represent those killed in industrial accidents alone, and then if we wanted to include those killed in traffic accidents, we would have to add more than the total population of the city of Taunton. Cold statistics, figures that run into the thousands or the millions, have

become so commonplace that they don't mean much to us, but they certainly make us sit up and take notice when we interpret them in terms of local population. Actually, about one out of every fourteenth resident in the United States was either killed or injured in an accident—and that is getting pretty close to home.

Halburton Dobbins

HALBURTON DOBBINS, Storekeeper at the East Walpole Maintenance Department, died at the John Adams Veterans' Hospital in Chelsea on Monday, March 28, at the age of sixty-four. Mr. Dobbins had not been in good health since last summer. Shortly before Christmas he left work to go to the hospital for observation and treatment, but his condition grew steadily worse.

On April 25 of this year he would have completed thirty-five years of service with Bird & Son. For many years he was one of our finest roofing salesmen, known and highly respected throughout the northern New England territory. Since 1927 he has been Storekeeper at our East Walpole plants. He was always an active member of the Bird Club and the Mutual Benefit Association; he served for a time as a Bird Club Council member and for two years, 1930 and 1931, he was President of the Benefit Association.

He was born in Jonesport, Maine and received his schooling there. During the Spanish-American War he served in the U. S. Army.

Bird & Son never had a more faithful and loyal worker than Mr. Dobbins. He will be greatly missed by the many associates who knew him.

He is survived by his wife, and two married daughters, to whom we extend our sympathy.

Safety Record Looks Promising

SINCE January 13—the date of our last accident at Shreveport—all of our mills have operated without a lost time accident. This is more

than two full months of safe operation.

It's a good start toward a new and better safety record than ever before. If we can reduce accidents again this year, below last year's record figure of fourteen, then we *will* have something to crow about.

Careful, safe workmanship, day by day, will do it.



How Long Do You Want to Live?

JOHN J. JONES, age 51, earning \$5,000 per annum, his brain and body representing a capitalized investment of \$125,000, drives his new \$900 automobile to the service station.

"Anything wrong with it?" asks the man who sold it to him.

"Nothing so far as I know," says Mr. Jones. "But she has gone 1,000 miles and it is high time we gave her a thorough checkup."

Noting that the 8:02 train to the city is whistling for a stop, Mr. Jones runs for the platform and clambers up the steps of the coach. Sinking into his seat, he finds his heart is racing pretty fast, so that he is getting insufficient breath with difficulty, and there is a strange feeling of goneness in his knees.

"Guess I've been smoking too much and getting too little exercise," he says to himself. That evening on his return to Willow Brook he retrieves his automobile.

"Nothing much to do with it," says the dealer. "The battery charging rate was on the low side and I stepped it up. The front left wheel was a little out of alignment from hitting a curb and it would have worn out the tire in time if we had not straightened it. Also, we changed your oil and checked the grease and your car is now as good as new."

Is This You?

Do you see yourself in this picture? Isn't it as sensible to check your own "machinery" periodically as to check

up regularly on your car? After all, the mechanical parts of your car can be replaced if they wear out—but there is no service station to supply spare parts for the human body.

Members of the Employees Mutual Benefit Association may have a free physical examination at any time from any one of four Benefit doctors. Most diseases respond readily to treatment, if taken in the early stages. A person can then be fully cured and restored to good health. But if you wait too long, or if you fail to have a regular examination, and some trouble develops of which you are unaware, all sorts of damage may be done, which can never be repaired.

So, give your body as good care as you give your car. See a doctor *now*, and let him examine you regularly at least once a year from now on.

Good Advice On Gardening

EARLY April evenings are ideal for planning summer gardens, and home gardeners, particularly should sketch maps before they plant. A map of last year's garden should be drawn first showing just where each vegetable was planted. Then draw a map to follow this year, switching the planting about so that nothing is planted in the same space it occupied last season.

Rotation Important

These maps should be kept from year to year, so that this rotation plan can be followed.

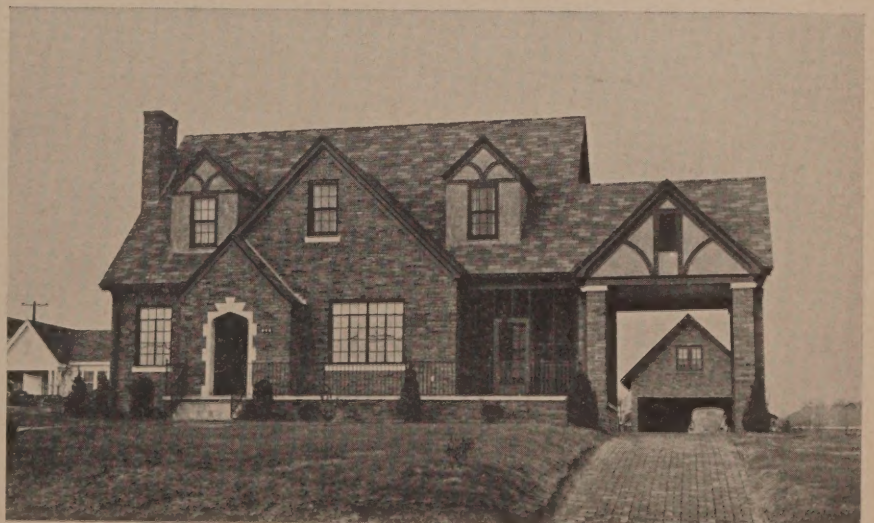
That rotation is one of the best single devices for keeping up fertility of the soil, is not questioned. A compost heap is also essential. The simplest method is to heap alternate layers of grass cuttings, leaves and other vegetation with two inch layers of soil. Build this up to about 3 or 4 feet, and keep it flat or saucer shaped on top. Keep adding to it all summer and water it occasionally. If scattered over and dug into the garden in the spring or fall it will give good returns.

Before the compost heap gets started, scatter some good commercial fertilizer over the soil in your home garden. From 25 to 40 pounds is ample. Scatter it on after the garden is spaded, then rake it in and it will add greatly to its productivity. If the fertilizer is not put on early it can be put on after planting, but it must be scattered along about four inches from the rows of plants and hoed in at once and care must be taken not to get any on the leaves for it will burn them.

To be assured of a good garden later on, give time and care to the preparation of the seed bed. Thorough preparation of the soil early in the season saves time and work later and is the best insurance that you will have more and better vegetables later.

—Clipped from The Staley Journal.

New home of Mr. J. G. Gravlee, who is one of our large roofing dealers in Tupelo, Mississippi. This beautiful home is covered with Bird Custom Built Wood Blende Shingles.



Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello

Ruth Milliken
Pauline Ransow
John Murphy
Dorothy McElaney

Gerald Studley enjoyed a vacation at Miami Beach—most of all he enjoyed the races! There is even a report that he was able to buy a yacht with his winnings.

We extend a hearty welcome to Squier Munson, new Correspondent in the Shoe Carton Division.

St. Patrick Daze

After dancing every single dance at the Poverty Party and getting home in the "wee small hours," is it any wonder that Dot O'Kane walked around in a daze all day Friday? How does she rate it? As they say, you can't bear the Irish!

Mary Stone has returned after her recent appendix operation looking like a million dollars. Nice to have you back, Mary.

Ruth Anderson is back among the Stenographers following a tonsil operation.

Many remarks were passed at the last roller skating party concerning Bertha Broadley's efficiency on skates. The explanation came to light a short time ago when it was discovered that Bertha, at the tender age of two, was winner of a roller skating Championship. In commemoration of this event, Bertha appeared at the Poverty Party in a costume similar to that which she wore when winning her championship.

Did anyone witness the blushing contest at Scotty Robertson's desk on a certain morning in early February?

Congratulations to Frank Vietze who will soon be showing pictures of his "little shaver," born March 1, 1938.

Cambridge capers

Who, we wonder, are the gentlemen described as "a blonde, a strawberry blonde, and a brunette," from the Accounting and Stores departments who have become regular attendants at a series of parties in Brookline? It is rumored that these parties are pretty gay affairs and that the boys have developed into such fine entertainers that a talent scout from a nearby radio station has been looking them over.

We understand that Agnes Foley has become quite an authority on cheese—especially what kinds to serve for dessert. Can you pronounce them all Agnes, now that you have learned how to spell them?

Now that Ray Young is out in Chicago, Laura Farris has given up all hopes of ever collecting that quarter bet.

Wanted

Your attention is directed to the following plea: *Wanted*—one large white angora rabbit, with pink eyes, pink nose and long ears. Must be of gentle, loving disposition and not have too large an appetite. Apply to Dorothy Elwell, Billing Department.

Eleanor Whitehead is among the missing again. We hope when you get your "Review," Eleanor, that you will be feeling much better. We miss you.

What with all the operations and sickness in the Stenographic Department, we wonder who is next. Not to wish any one any ill

health—but haven't they broken all records this year?

Sport Fans

For expert advice on hockey as played by Walpole High, Boston Olympics and Boston Bruins we refer you to Ray White.

Mr. Arthur Claffee recently enjoyed a cruise to Bermuda and the West Indies.

From reports, we hear that Barney Geigle has a new girl. Barney, just how many girls have you got?

Another possessor of a Safety Match Box Holder from ten years ago—Arthur Wilson tells us he still carries his.

They are O.K., Mac.

MacDonald had a very worried look on his face when he heard about the hurricane that struck Louisiana not long ago. He is still wondering if the girls in the Shreveport office are all right—especially the one that wore the polka dot dress in the picture in a recent "Review."

Now that spring is here Ward Gowing has shed his winter attire and is displaying his manly chest.

Roger Sumner sure "talked" a good game of ping pong before the mixing doubles match, but was very very quiet after the match. Can it be that you lost, Roger?

Will Ken Ross ever stop making eyes at the Ditto girls?

We wonder if Jack "Silent" Murphy is poetic; or if "Loquacious" Fitzhenry is talented in the art? We know a girl who'd pay a dime for this information.

Parkie Rogers, who recently acquired the art of gum chewing, is now learning to blow bubbles. His instructor, Miss Hilda Mattson, renowned as a plain and fancy gum chewing champ, reports that Parkie is making great progress.

What messenger girl insists on riding the bicycle to the Floor Covering Plant with rush orders?

Not a paid Adv.

Rear-Admiral Charles Makarevich, skipper of the good ship Pontiac, announces that she (the ship) is now receiving a thorough overhauling and will be in the water by the first of May. From that time on, the craft will be

available for fishing parties at reasonable rates. If you are interested, see the skipper.

Incidentally, we expect some tall sea stories from Charlie, now that spring is on its way.

Short Shots at the Poverty Party

Where was Maurice Godfrey and his bright orange sweater?

Ken Ross sure can step.

"Bud" Pierce in the balcony as usual.

Dot and Jean sure kept things going (verbally).

Who led the grand march!

Who was first in line for coffee and doughnuts.

Kimball says, "Bigger and Better holes in my next doughnuts."

Who danced the longest with Joe Rubin's vocalist during the cut-in?

Did Mac MacDonald go to town? Yes!

Thanks to Bill Graham for the rapid service in passing out coffee and doughnuts.

Paper Mills

Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse

Sophie Novick
Mary Driscoll
Peter Glebus
Ralph Clark
Donald Ross

Joseph Jarlis

Lili Petroni came through to sink the Messengers to bottom of the ladder in the Table Tennis Tournament. Yes, Lili played for the messengers. He can start climbing when baseball season gets under way—we hope.

For a short time John Doyle was entertaining the thought of buying a violin but from all appearances he has changed his mind.

Mike Korbut claims he has had the honor of having a guest by the name of "Columbus" at his home.

Well-known nicknames of fellows in the Stock Transfer department include: "Papa," John Polousky; "Irish," Ernest Oakes; "Buck," John Muse, "Nose," Arthur Topf; "Stretch," John Curran; "Biscuits," Tony Yuhasky; "Trena," Fierino Felici; and "Lemons," John Linnehan.

An oil well in every back yard, or so it would seem from this picture taken by Miss Welthea Smith, Secretary to Mr. Anderson, on her trip to Oklahoma City last summer. This unusual picture was snapped not many blocks from the State House. This whole section of the country is rich in oil fields.



Try and Beat This!
Hilda Zimlicki, our bowling star, bowled 342 for 3 strings, hitting 159 for high single string!

Best Wishes
With regret we said good bye to Esther Olson, who left us to be married. She will soon be Mrs. Ruben Nelson, making her home on Elm Street, Norwood.

Phillipsdale, R. I., Mill

Rexford H. Salisbury

David S. Lowry

John H. Nolan

Leslie E. Howard

We are glad to see Helge Holter and Anthony Perry back to work again after rather long sicknesses. We hope that Nathan Olch will follow suit and be with us very soon.

This good spring weather is causing several prospects to talk about new cars. Those who would seem to be up for renewal include Hawley, Phelps and a few others.

John Nolan has been serving his state and country on the jury for two weeks. Some fellows have all the luck.

Another First Aid class has been graduated from Phillipsdale. The graduates this time were as follows: Conway, Silva, McBride, McConnell, Mollerberg, Manchester, Carlson, J. Cyronak, Scott, Wentworth and Thatcher.

We welcome Bob Pearson who has started to work with us in the office.

Andy Oates has been appointed a hydrant man on Company No. 4 of the Fire Brigade.

Eddie Collins has transferred to the machine and is now on his way to be a paper maker. We wish him the best of luck.

On March 14 we had quite a successful safety and fire meeting in the evening. It was attended by all members of the Fire Brigade and Safety Committee and those who contributed to its success include Bill Koehler from East Walpole, who showed us some of the new Bird Floor Covering pictures, and, of course, Frank Fisher who gave us some more light on fire and safety work.

Box Factories

No. 1 Box Shop

John P. Walsh

Earl Boyden

John Phelan

Helen Stronka

Sigurd Gustafson

What happened to that romance between "a certain girl in the office" and Henry Ceglarski? Try again, Henry.

The golf bug is around at this early date. We find Jack O'Donnell and John Cooke digging turf at Norfolk. (Oh! the poor ground keeper).

!!??*!!

It took John Goonan a little while to get accustomed to a new car. After various types of language one afternoon, all to the effect that the car would not start, he found that he could start the car by turning the starter key on.

What is this new development that Jim Donahue is whispering to the boys at the Box Shop? Let us in on it, Joe.

Bill Downing has quite an idea for those poor souls that can't seem to put down a good

breakfast after arising. For developing an appetite for this meal, Bill recommends a five-mile walk before breakfast. If anyone is interested in these walks they can meet Bill every morning at the Walpole Common at 5 A.M.

Gus Hogan and John Goonan are back after enjoying an early vacation.

Authorities
For details of the Westwood political problems, get in touch with Ed Ross, Herman Lauble or Axel Hertzberg. They are right up with the news.

No. 2 Box Shop

Mary Bellew

Josephine Rose

Alice Brady

Alma Walsh

Rose Ruggiero

Vaughn Allen

However, we have it on good authority from George himself that he was not doing the dipsy doodle or the Big Apple either, but was just dizzy trying to keep an eye on Tony Montisano, who seemed to be everywhere all at once.

Katherine Hepburn Brady is receiving much praise for her acting ability as Mrs. O'Donovan in "The Heart of a Shamrock."

Everything is figure and follow through in bowling. If you don't think so, watch "Red" Johnson when he throws that ball down the alley.

Question
We wonder which is really responsible for Tony Montisano's big scores in bowling—the big cigar, or Tony himself?

Belated congratulations
We might be a little late in telling you, but Ed Bigelow still wants you to know he is the proud father of a son born February 11th.

Joe Ralkavich has decided to take unto himself a wife. A June bridegroom, he hopes.

We wonder who Bartley Curran picks now in the "grunt and groan" matches, now that "Danno" and his Irish Whip are out of the picture.

Not true
We don't believe Mike Moses keeps a cat just because he is growing a mustache.

Our Girls' Bowling Team didn't finish up in first position, but we did show up 2nd. Just wait till next year.

Roofing Mill and Office

George Lane

Stanley Phillips

John White

Harold Mattson

William Percy

Bruce Farrar

Maxmillan Rabinovitch

Pierino Palazzi is back with us after a long siege of "mastoiditis."

We are still waiting for "Candy" Korsun to come across with that housewarming.

The Roofing Mill teams usually are the big guns in the more strenuous sports, but when



Eleanor Badger and Sarah Bowers, the two girls on the left, with two of their friends enjoying a fresh strawberry sundae at Nantasket Beach last summer. Eleanor works in our Credit Department, and Sarah at the No. 1 Box Shop.

it comes to the ladies' games (Table Tennis), they didn't make out so well. We finished fourth among eight teams. Our squad includes Chester Gibadlo, John Perekslis, Frank Blazis, Jack Taft and Stanley Phillips, Capt. Better luck next time, boys.

Ray Monahan must be getting old or losing weight. He has to taxi to work now and then. Which is it, Ray?

Come again!
About two weeks ago, a large group of office workers came down to get the highlights of roofing manufacture. Included in the group were several members of the fair sex. Production jumped so much, that we are thinking of a permanent schedule of women visitors.

Ed Lincoln bought another new Ford. We are now fully convinced that Ed must be related to the Ford family in some way.

Ask Bert Bamford to tell the story about Plymouth Rock. It is a beaut.

Operatic News
The vacancy caused by operatic Joe Hill's leaving is rapidly being filled by Pat Barrett. His theme song of the moment is "I'll be going home to Mother when the work's all done this fall."

Our guess is that it will be a long time before Joe Swasey will sit between Whitey Lane and John McDonald when eating, or rather trying to eat his lunch. It just didn't go so good.

Try zippers
Jack Bailey had better have a body guard when he goes to Boston again. Then he may not have his pockets picked. Better buy some zippers, Jack.

Due to the sudden change in the weather, Stanley Jurgelevich has shaken his heavy undies for rayon.

Scoop Percy finished the bowling year with an average of 103.6.

Ed Hiller has gone high hat on us. He has discarded the jacket he has been wearing since winning the baseball championship, and is now wearing a new overcoat.



A recent picture of the Solid Fibre Combiner at No. 1 Box Shop showing the big Langston Cutter which chops the sheets off with great precision.

Pied Piper Lane

Whitey Lane has been officially nominated animal keeper at the Roofing Mill. He doesn't play the flute like the mythical Pied Piper of Hamelin, but stray dogs, cats and other animals flock to him as quickly as if he did.

Captain Stanley Jurgelevich is getting his boat ready for launching, so get your fishing crews together.

Everett Jarvis is getting to be some roller skater, and a good instructor at showing the girls how it should be done. How about a few lessons, Everett?

An automobile accident occurred near John Walsh's home last week. John was at the scene almost before the echo of the crash died down. John is wasting his time as a piper. He should be a newspaper reporter.

Our messenger, Walter Ross, got the jump on everyone this year. He has already taken his vacation.

Francis Nichols will be doing the Big Apple for us soon. He is some stepper!

Our watchman, John Brooks, is to be congratulated on a new increase in his family. This makes eleven now.

Time marches on.

The Roofing Mill is approaching the half-way mark in establishing a new mill safety record in man hours worked without an accident. If we complete the next six months without an accident, we will get back from Phillipsdale the safety sign which they took from us last year. Let's all play safe, fellows.

We welcome Willard Jonah back. He has been out several weeks with an operation.

We are sorry to say that Vincent DeLairro is confined to his home with a serious illness.

Flooring Mill and Office

Angelo Macchi
Thomas Paquette
Lawrence Gammell

Leon Zinkowsky
Albin Vietze
Thomas Burns

Wilho Waukhonen has found a way to stop cussing. He promised to pay his little heart

throb a cent for each such deviation from Webster.

Wallace MacDonald has finally liquidated his "socks." He purchased a new to him chariot.

Statistics

A questionnaire circulated in the lab. resulted in bringing to light the fact that 70% of the Upper Crust of this plant are Carnivorous—with pork taking the taste of most due to the Zoophilousation of the flesh, says Ed Phillips.

25% are Piscivorous men just because it is good sport to catch a meal and have the exuberantation of being a big HE man. The poor Vegetarians are last with the followers of the beans and spinach being able to show the best physical development. Now, judge for yourself—Ed Phillips and Arthur Cripps, Carnivorous; Frank Clem and Gordon Wilson, Piscivorous; Vic Babel and Red Wurtzel, Vegetarian. (Editor's note: The six syllable words are used *without* permission from Webster's.)

Papa Ecklund's new heir is a chip off the old block. By the sound of his lusty yells, he has inherited a pair of leather lungs, so much so that Papa is in search of a day job, so he won't have to face the music every day.

Dipsy Doodle John

We understand John Smith has taken up the game of ping pong in a big way. After two months of faithful, arduous practice, John is able to hit the ball. John claims to have developed a great serve known as the Dipsy Doodle Ball.

Hey, Allan, where is the rest of the uniform—or was the hat the only thing you could swipe?

Swinging Sam

"Figurin'" Sam Piraino, the founder of the Penpushers Bowling team, is quite versatile. We understand he gave an exhibition of the "Pretzel-Twist Swing" at the Poverty Party.

We congratulate Roger White for winning the Cribbage tournament.

Chicago Mill and Office

Gladys Davis
Raymond Gusick

Edward Stadt
E. G. Manteuffel

Ray Walpole

A new high has been reached by Ray Young, formerly of Walpole, and his partner, Ray Evers, in a recent ping pong match at noon. They were "sort of" whitewashed by Wally Manteuffel and Mahlon Parker—21-0.

Joe Voltmer is better known as the Globe Trotter.

As employment gains we are happy to greet old faces that may be in the news soon.

The "Beef Trust" are now called the Midnite Moaners.

On Hands and Knees

Emmet Oakes to Mail Clerk (very seriously, looking for bulletin from East Walpole): "Which way does the mail man come down the street?"

Tsk! Tsk! Do Tell

It seems one of the masculine gender of the office (Phil Ekman to you) was telling some of the boys of the Advertising Department that the "two blond menaces" had asked him to croon for them. He was proud of this requested rendition, and after some close questioning and voicing of doubt that these two girls would care to hear him, he replied, "Well, at least I can swim."

Bunny Hasen still remains No. 1 on your love parade, girls.

Ray Lance is not gaining weight. Those shirt buttons all over the locker room indicate his chest expansion after becoming the father of a baby boy.

Mr. E. M. Lines honored us with a visit this last week. Try to stay around a little longer next time, Mr. Lines.

Gone with the Wind

Ray Ever's mustache. (And it was coaxed so tenderly, too.)

All the way from Chicago comes this handsome picture of one of our handsome salesmen—W. J. Brebach. If Hollywood sees this, Robert Taylor will have to watch out.



Ode to Fat Girls

—or, You can't eat your cake and have IT.

Roses are red
Violets are blue
Sugar is sweet
And oh, so fattening!

Orlando Cozzi was smoking a cigar the other day and did he get sick. Oh, boy!

"Worry Wart" Bridges has one heck of a time keeping his car clean. These recent rains have made a wreck out of him.

We understand that Edward Streich is painting the town red. He was seen at the Palmer House with a well known celebrity one night last week. It seems they were going to an Artist & Models Ball. Streich was decked out with white tie and tails and his partner had on a very unique grass skirt.

Courier-Journal, Louisville, Jan. 30, 1938:

Mr. and Mrs. W. Wayne Wilson announce the engagement of their daughter, Miss Elizabeth Storts Wilson, to Mr. Robert Yarrington Hand. Miss Wilson is a graduate of Sullins College, Bristol, Va. and the University of Louisville. Mr. Hand is the son of the late Col. Russell Clarkson Hand, U. S. A. and of Mrs. Chas. J. Hibben, Orange, Cal. He is a graduate of Northwestern University and a member of Phi Kappa Psi Fraternity. The wedding will take place in the late spring.

Shreveport Mill and Office

Harvey Beauchamp

Charles Houghton

We welcome Messrs. F. E. Dyess and J. W. Tidwell into the Southwestern Division.

Mr. L. G. (Red) Houston, who recently moved into the South Alabama Territory, took unto himself a bride a couple of weeks ago. Mr. and Mrs. Houston make their home at 407 Ponce De Leon Avenue, Montgomery, Ala. and will welcome all visitors.

Where are they?

We have been wondering why Colonel Brock of Hammond, La. hasn't sent us a crate or two of those famous strawberries.

Since our last issue Mr. and Mrs. Fred C. Robie have moved into Wichita, Kansas, and are living "out where the West really begins."

Willie Winkler is called "Peppermint" by all of his friends now. He seems to like it. Bill Motes has all the details on this wild fancy for the sweet stuff.

H. G. Marlar and O. Palmer are both proud fathers. Congratulations!

Ray Scheinder was married recently to a Louisiana girl.

Dick Johnson and Bo Beauchamp smoke a lot of cigarettes these warm days.

Here's news—Willie Smith just became engaged to one of the Louisiana southern Belles.

Ray Scheinder—What's this we hear about blowing out electric light bulbs? and are the shoes still tight?

Expensive Hobby

Dick Potter has taken up enlarging photographs in a big way. Cost him about a dollar to print three pictures he could get done commercially for about a dime. It just takes practice.

As soon as Shreveport gets under way with a baseball team we'll hear plenty of choice bits. We have many stars—from the talk.

Why is Opal Parry so interested in getting a routing from Mr. Miller to a certain point in Kansas?

Vacation times are already being planned by some of the ambitious young ladies—Lucille McMurry is building "air castles" about a trip North.

Katharine Mares takes an airplane ride on a certain Sunday afternoon and as she doesn't see the factory enough during the week she takes a view from the air.

We were all sorry to see Willie Smith leave the Office, but as he didn't go farther than the Sample Room we can still see his smiling face around.

We are glad to welcome Mr. O. C. Holder and Miss Inez Bearden into our organization.

Valentine day came around and everyone was remembered including O. C. Holder. We wonder why he hasn't shown us the valentine he received.

Grace Fuller had rather spend her Sundays on the lake, but she need not expect us to believe that tale about seeing "wild ducks" by the hundreds.

Cannot Leave Her Mother? ??

Surely it can't be that Rachel Massey is such a "baby" she can't spend a few days away from her mother. These Saturday rides must get pretty tiresome. Can there be some other attraction in Marshall, Texas?

A Future Champion

Bowing before the veteran boxer, Frank Chuldinsky, on Monday night, March 21, Peter Santoro of our Paper Mill Stock Handling Department, lost the title of heavyweight Champion of New England, but won distinction by fighting his way to runner-up position in both New England and State Championships, after only about a year of training in the sport.

Peter works daytimes juggling around 800 pound bales of paper stock at our East Walpole plant; evenings he spends perfecting himself in the art of boxing which he first took up seriously about two years ago. He first began to take an interest in boxing when he was about 17 and after he was 18 he trained for about three months with Frank Burns of Bangor, Maine, learning the fundamentals of the sport from him. Since then all his knowledge has been gained by watching others and by actual experience in the ring. Last year at the age of 20 he first began to take the sport more seriously and it was then that he fought his first big fight.

It was just this last January that he started to go after the State title. He had three or four successful fights and finally on Monday, February 28, met Frank Chuldinsky of Hyde Park at the Boston Arena. Chuldinsky won, having the advantage of height, weight, and about 8 years' experi-



Peter Santoro, working at the Stock Shed, and keeping in trim for his next bout.

ence, during which he had won national titles. This gave Chuldinsky the Championship of the State in the heavy-weight class, and Peter the distinction of fighting his way to the second best position in the State after less than two full years of fighting.

The same night at the Arena Peter also met Al Bainter of Boston, winning over him to qualify for the trials in the New England Championship.

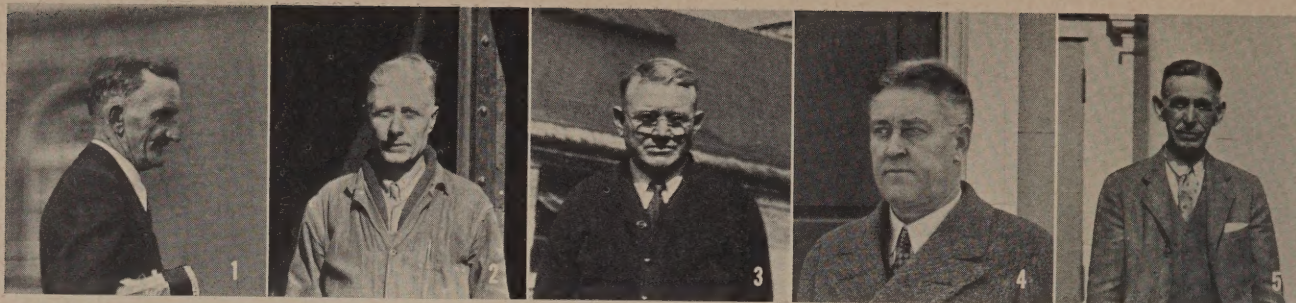
Peter stands 5' 10½" and weighs 182, not as heavy as many others in the heavy-weight class, but he has a fine build with plenty of muscle and no excess weight. He says his job in the Stock Handling Department is just the thing to keep him right in trim for fighting, and as we saw how easily he handles the heavy bales of paper stock we could well believe him.

We are proud that one of our workers has made such a name for himself in the world of sport and we wish him all kinds of luck.

Frazier is Speaker

AT an afternoon session of the Massachusetts Safety Conference at Hotel Statler on Tuesday, March 22, Donald E. Frazier of our Roofing Laboratory, was one of three speakers to talk on Industrial Health.

Mr. Frazier's subject was—Maintenance of Dust Arrestor System. He has followed our Dust Control System at the Granule Plant since it was first installed and was, therefore, well qualified to present this subject, telling about our system which is one of the most modern and effective in the State.



We have pictures of five old timers this month who observe special anniversaries soon. No. 1. Frank Fisher, Safety Inspector. The oldest active worker on the April list, completes 42 years of service on April 3. No. 2. Gustave Johnston, Roofing Shipping Department completes 35 years on April 1. No. 3. Patrick Hessian, Maintenance Department also completes 35 years on April 4. A third 35-year man is Halburton Dobbins, Storekeeper, whose anniversary is April 25. No. 5. Our oldest worker in May and the "grandfather" of all our veterans is John H. Smith, who observes his 60th Anniversary with the company on May 14. Another old timer, whose picture is not shown here, is Miss Fannie Murphy of the No. 2 Box Shop. She will celebrate her 52nd Anniversary on May 1.

Veterans' Service List

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during April and May, and of those who complete twenty or more years' service during these months:

	APRIL	Years
John M. Smith	4- 9-1879 Retired	59
Frank Fisher	4- 3-1895 Safety Inspector	43
George Doderer	4-17-1897 Paper Mill	41
John Hale	4-11-1899 Retired	39
Edward Bonner	4- 1-1900 Paper Mill	38
Kenneth McLennon	4- 9-1900 Paper Mill	38
George Towle, Jr.	4- 1-1901 Office	37
Michael Powers	4- 5-1901 Maintenance	37
Mary Sline	4-11-1901 Box Shop	37
Coleman Howe	4-21-1901 Paper Mill	37
Fred W. Shepard	4- 1-1902 Janitor	36
John Spillane	4- 9-1902 Paper Mill	36
Gustaf Johnson	4- 1-1903 Roofing Plant	35
Patrick Hessian	4- 4-1903 Maintenance	35
Halburton Dobbins	4-25-1903 Maintenance	35
Joseph Sienkiewicz	4-13-1908 Maintenance	30
Joseph Aukstolis	4-25-1908 Roofing Plant	30
John E. Maguire	4- 4-1911 Paper Mill	27
Arthur Connelly	4- 8-1912 Box Shop	26
Charles Geigel	4-15-1912 Paper Mill	26
Ignacy Plosinsky	4-22-1912 Roofing Plant	26
Tony Milus	4-29-1912 Roofing Plant	26
August F. Linde	4-11-1913 Power & Steam	25
Patrick McNulty	4-11-1913 Power & Steam	25
John Grusacki	4-25-1913 Box Shop	25
John Leston	4-28-1913 Paper Mill	25
Joseph J. Rosevitch	4-29-1913 Paper Mill	25
Festus Connolly	4-24-1914 Maintenance	24
Philias LaLiberty	4-10-1916 Box Shop	22
Klemens Kaseter	4-22-1916 Box Shop	22
Ernest Koebe	4-23-1917 Box Shop	21
Arsene Marchand	4- 1-1918 Box Shop	20
Boleslaw Septika	4- 3-1918 Roofing Plant	20
Nicholas Hrenchuk	4-15-1918 Paper Mill	20
John Stupek	4-17-1918 Roofing Plant	20
Andrew Stupek	4-17-1918 Roofing Plant	20
Ralph E. Nutter	4-22-1918 Roofing Plant	20
Joe Adamonis	4-25-1918 Roofing Plant	20
Michael O'Malley	4-29-1918 Power & Steam	20
Wm. Bothwell	4- 5-1923 Roofing Plant	15
John Johnson	4- 9-1923 Roofing Plant	15
John Macchi	4-13-1923 Roofing Plant	15
John G. Eppich	4-16-1923 Roofing Plant	15
John Aidukonis	4-17-1923 Box Shop	15
George Bigelow	4-18-1923 Roofing Plant	15
George Murray	4-23-1923 Box Shop	15
Patrick Sylvester	4-24-1923 Box Shop	15
James A. Lowe	4-24-1923 Roofing Plant	15
Salvatore DelSignore	4-25-1923 Paper Mill	15
Edward C. Rafuse	4-30-1923 Maintenance	15
G. M. Armstrong	4-10-1928 Roofing Sales	10
F. B. Ross	4-10-1928 Roofing Sales	10
Adam Scott	4-18-1928 Roofing Plant	10
John W. Faulkner	4-26-1928 Roofing Plant	10
Roy A. Smith	4-30-1928 Roofing Plant	10
Salvatore Frangiosa	4-30-1928 Roofing Plant	10
Alice M. Giampietro	4-30-1928 Box Shop	10
Edward A. Knaus	4-30-1928 Roofing Plant	10

Chicago

Roy E. Hill	4- 4-1918 Roofing Sales	20
Clarence George	4- 1-1918 Plant	20
Albert M. Dobbins	4-14-1923 Roofing Sales	15

Obert L. May	4-20-1933	5
Phillipsdale		
Vincent Cicerelli	4-13-1916	22
Fred Billings	4-17-1916	22
Makar Kurda	4-20-1917	21
William Callen	4-25-1917	21
Joseph White	4-13-1923	15
Manuel White	4-21-1923	15
Canada		
H. Rousseau	4-16-1910 Quebec Plant	28
H. Dumouchel	4- 1-1914 Quebec Plant	24
O. Lloyd	4-25-1916 Quebec Plant	22
J. T. Patrice	4-23-1923 Quebec Plant	15
C. W. Parsons	4-16-1906 Hamilton, Ont.	32
J. T. Piche	4- 1-1917 Pont Rouge	21
F. J. Jobin	4-24-1923 Pont Rouge	15

MAY

J. H. Smith	5-14-1878 Retired	60
Fannie Murphy	5- 1-1886 Box Shop	52
Annette Blaney	5-17-1897 Librarian	41
Albert Erickson	5- 1-1899 Flooring Plant	39
Harry L. Tower	5-12-1901 Box Shop	37
Michael J. Mohan	5- 7-1907 Retired	31
Patrick Reardon	5- 7-1907 Roofing Plant	31
Paul Krucas	5-20-1907 Roofing Plant	31
Herman Wauhkonen	5- 1-1909 Flooring Plant	29
Albion Gottberg	5-16-1909 Maintenance	29
Frank R. Meyer	5-24-1909 Box Shop	29
Elmer Jordan	5-25-1909 Retired	29
Matejs Minkeivics	5- 4-1910 Box Shop	28
Patsy Sansone	5- 4-1910 Flooring Plant	28
David Reagan, Sr.	5- 1-1911 Maintenance	27
John Ruzskis	5-13-1911 Roofing Plant	27
Adolf Guttock	5-31-1911 Box Shop	27
W. J. Patterson	5- 7-1912 Finishing Plant	26
John Wosner	5-23-1912 Roofing Plant	26
Helena White	5- 8-1913 Office	25
A. H. Brooker	5-15-1915 Roofing Sales	23
Michael Connors	5- 1-1916 Paper Mill	22
Lorenzi Galazzi	5- 1-1916 Roofing Plant	22
James Lasky	5- 9-1916 Box Shop	22
Michael Novick	5-16-1916 Paper Mill	22
Deonhue	5-18-1916 Box Shop	22
W. A. Beaulieu	5-14-1917 Office	21
Peter Rucstalis	5-29-1917 Paper Mill	21
N. Puopolo	5-31-1917 Flooring Plant	21
Louis Kozac	5- 1-1918 Box Shop	20
A. H. Anderson	5- 1-1918 Treasurer	20
Winifred Rhind	5- 6-1918 Office	20
Martin Flaherty	5- 9-1918 Paper Mill	20
Wm. H. Ivatts	5-28-1918 Maintenance	20
Thos. Foley	5-31-1918 Maintenance	20
Jeremiah Collins	5- 1-1923 Maintenance	15
Samuel Dunn	5- 2-1923 Maintenance	15
John Kacinanskas	5- 8-1923 Paper Mill	15
Albert Hayward	5-12-1923 Roofing Plant	15
John Corcoran	5-14-1923 Roofing Plant	15
Martin F. Connolly	5-18-1923 Box Shop	15
Oreste Saraca	5-19-1923 Paper Mill	15
Amos T. Dixon	5-14-1928 Box Shop	10
John Walsh	5-15-1928 Paper Mill	10
Edward Phillips	5- 8-1933 Flooring Plant	5
Russell Ferguson	5-15-1933 Flooring Plant	5
Eino Mannimon	5-15-1933 Flooring Plant	5
Clinton Hanscom	5-15-1933 Flooring Plant	5
Arthur Eames	5-15-1933 Flooring Plant	5
Annie Lindsay	5-18-1933 Office	5
Hubert White	5-22-1933 Flooring Plant	5
Marguerite Rorke	5-22-1933 Box Shop	5
Mary Bandonis	5-26-1933 Box Shop	5
Alice Poulousky	5-26-1933 Office	5
Mary O'Connell	5-29-1933 Office	5

Chicago

Harold Altman	5-21-1923 Chicago Office	15
L. Peterson	5- 8-1933 Chicago Office	5

Phillipsdale

Serafim Moreiro	5-22-1917	21
John Madeiros	5- 3-1918	20
George Hawley	5- 3-1918	20
Frank Valentine	5-17-1918	20
Hugh S. Treacy	5- 9-1923	15
Steve Baron	5-12-1923	15
Henry Cameron	5-22-1923	15

Canada

E. V. DeWaele	5-21-1928 Quebec	10
D. Anderson	5- 1-1933 Sales	5
J. T. Blain	5-10-1916 Quebec	22
J. A. L. Lamoureux	5-10-1928 Quebec	10
E. Lefebvre	5-31-1928 Quebec	10
A. Cousineau	5-30-1933 Quebec	5
J. Cheney	5- 6-1918 Hamilton	20
A. J. Briere	5-27-1918 Pont Rouge	20
Mrs. M. Martel	5- 1-1923 Montreal, Office	15
Miss C. J. Flanagan	5-11-1923 Montreal, Office	15



By Frank Clem

As the Table Tennis season nears its end, talk has all ready drifted toward the approaching tennis season. Reliable reports say that John O'Kane, our club champ, has been warming up on the cement court at Memorial Park since the first Sunday in March.

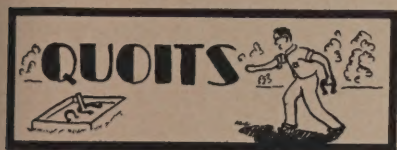
Our first team this year should be stronger than ever due to the steady improvement of some of its members. This year will also find several members of the second team, who have gained much experience in match competition, ready to fill in with the first team. We are looking forward to our annual matches with our old rivals, the Brockton YMCA, Attleboro, North Attleboro, Jamaica Plain and Mansfield. Other teams will be added to fill out the schedule as usual.

The second team with several years of match experience, will be ready for their matches with the Brockton seconds, Norwood Civics,

Dedham Collegians and others. Competition for places on this team will be keen, due to a large number of promising players.

The club will feature the Francis William Bowl Tournament for the singles championship once more. A doubles tournament will be decided on at a later date. The open tournament which attracted the leading players of Massachusetts and Rhode Island last year will be held again.

The Committee for 1938 will be the same as last year, Frank Vietze, Treasurer, Victor Babel, Manager 2nd team, Albert Kimball, Chairman Tournament Committee, Edward Phillips, 1st team Manager, and Frank Clem, General Chairman.



By Edward A. Hiller

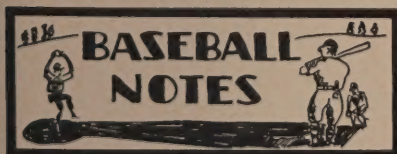
THROWING horseshoes is obviously a summer activity. However, we have already started to work on a fairly busy season.

There is a possibility that we may have a team in the National Horseshoe Association singles tournament if the men are interested.

It has been found in most cases in the past that the doubles tournament rather than the singles seem to be the most popular so most of our effort will be put into the doubles.

We are intending holding double tournaments within each mill and the winners of each will play off for a prize of some sort.

Any suggestions from any members of the club would be greatly appreciated.



By Lili Petroni

CANDIDATES for the Bird & Son Baseball team will be called out about the second week in April, and it is hoped that a good response will

Suggestion Awards

FEBRUARY

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Change Cam Settings to Speed up Blende Change—Joe Cozzi, Chicago
Two Slots in Turtle for FXFM14—Edward McDonald, FXF
Change Valve on Paper Stock—Edgar C. Vatcher, DPB

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Reinforce Floor to Exhauster Platform at FBI—W. Raymond Bearce, FBI
Insulated Bric Siding Samples—John L. Cozzi, FC
Portable Conveyor Unit for Cases at FXRM13—Ernest Field, FXR
Reenforce Hand Rail on Platform Above Starch Tanks—Robert Hood, EMM
Better Method for Adjusting Feature Strip Slitter—William Janusaitis, FFF
Method of Sorting of Invoices—E. G. Manteuffel, FC
Clamp for Chromalin Sheet—Roy H. Massey, FFP
Improve Ramp Between FB21-22—John J. McDonald, FBV
Make Gummed Strip Boxes Independent of Sliding Base—Serafim Moreiro, DPJ
Covers for Slate Pipes—Herbert Schreiber, Chicago
Better Method of Greasing Spring Shackles on Electric Trucks—Joseph C. Swasey, FBV
Extend Chain Fall Rail Over Grinding Machine in FFG—Ira Treen, FFY
Unit Heater at FFG—Peter A. Walsh, FFG
Scraper for Use in No. 5 and 6 Stills in Department FBQ—Andrew Wright, FBM

Two men, Ernest Field, FXR, and Peter Walsh, FFG, received additional awards of \$10 for five accepted suggestions.

MARCH

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Change #2 Elevator Swing Pipe—Joe Cozzi, FC
Saturator Gate Indicator—John A. Cyronak, DPG

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Apron on Delivery End of Small Belt—DMH—H. L. Badger, DMH
Guard for Chimney at FBW—Howard C. Bearce, FBW
Additional Information on Labels for Cement Cans—W. J. Brebach, Chicago
Addition to Guard Rail at FXCM2—John P. Dixon, FXC
Triangular Bandages for the First Aid Boxes—Frank V. Eisenhauer, FXP
Steel Plate with Numbers Stamped on it at FXCMI—James H. Ellis, FXC
Lubrication of New House Crusher—Richard E. Gorman, FBW
Make Keyways on Shaft in Crushing Rolls One-half Inch Deep—Richard E. Gorman, FBW
Bench Drill Stand—John G. Graney, FBM
Put Amount of Cut Off on Blank Press Orders—Leslie Hall, FXB
Clean-out Doors on Gutters Beneath the Bird Screens—Edward H. Hardy, DMPM2
Drive Pin on Winding Shaft DFGM2—Robert Hood, EMM
Mailing List—Frances Johnson, Chicago
Signal Bell at Foreman's Desk in FFT—Edward Knaus, FFT
Inspection Hole at FBW Chutes—Francis R. McMahon, FBW
Stop on New Doors at #3 Machine Winder—Herman Nordstrom, DMPM3
Rebuild Cutter Guides on FXRM34 Slitter—William O'Brien, FXR
Gears for Screws on Jordans—Edgar C. Vatcher, DPB
Guide to Keep Chains on Inspection Table in Place—Edmund Wenstrom, FBPM1
Convenience Outlets in Carpenter Shop—Joseph M. Wynne, DPM

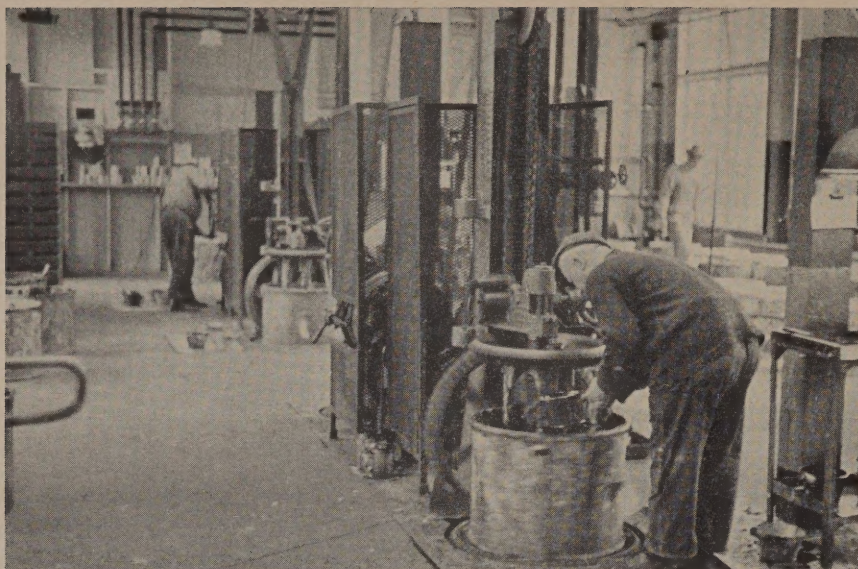
H. L. Badger, DMH, and Howard Bearce, FBW, each received a \$10 award for having five suggestions accepted.

be shown. Any member of the Bird Club is entitled to try out for the team.

Bird & Son will again be a member of the Old Town League which was started last year. Some new

teams will be in the league and will come from near by towns such as Needham, Wellesley, Milford, Medfield, Mansfield and Medway.

A definite date for practice will be posted on all bulletin boards.



Section of the Flooring Plant Paint Room where the colors are mixed to the correct shades. Antonio Antonelli is working at the first mixer.

A Real Art

By a Flooring Plant Worker

WITH but ten basic colors the men in our paint mixing department make the thousand different colors and shades that make the color schemes of the Bird Floor coverings each year.

The five men, Felix Glebus, Antonio Antonelli, Roy Upham, William Boyd and John Eppich, each month turn over a million pounds of yellows, reds, orange, blues, green, black and white, into paint for printing the floor coverings.

There aren't any of the colors which are on the finished goods that have not at least three of the basic colors mixed together to give the desired tone. It is the duty of these men to match perfectly the color samples that are sent to them from the design rooms, after being accepted by the sales department as coloring that is in vogue through out the trade.

It is the dexterity of the colorman only that can bring it to a perfect match. His knowledge of colors is the only thing that can bring the final colors to the exact tone. A spoonful of red added to a tub, a color which to the layman would seem the most unlikely shade to add for the desired effect, is the color generally chosen.

In a year's time, over twelve million pounds of paint come from the Paint Mixing Department to be

spread on the Undercoat Felt to be made up into our designs on the five Print Machines. Just as long as a pattern is made, the colors in the first yard or rug will exactly match the colors in the last, so exacting are these Bird workmen.



By Stephen Cavanaugh

THE Soft Ball Committee for the year 1938 consists of Julia Lewis, Roy Walton, Charles Rafuse, and Stephen Cavanaugh.

The season will get under way for 1938 on the second of May. Candidates for the Bird & Son team will be called out for practice at that time. Plans are being made to form an Industrial League of Soft Ball in the different mills of the surrounding towns. If this league becomes a reality, it is the hope of the committee that Bird & Son will have a uniformed team representing this organization. This team is also scheduled to meet some of the better known organized teams in the State.

The Interdepartmental League is expected to replace baseball in this particular division. Teams will be organized from the Flooring, Roofing, Main Mill, Box Shop, and

Phillipsdale to compete in this league for the company championship. Trophies will be awarded to the winning team.

Under the guidance of Miss Julia Lewis, a girls' team will be organized if possible, and contests will be scheduled for the team with other girl organizations.

After a young lawyer had talked nearly two hours to a jury who grew more and more restless, his opponent in the case, a grizzled old veteran of the legal cockpit, rose, smiled sweetly at the judge and jurymen, and said:

"Your Honor, I will follow the example of my young friend who has just concluded, and will submit the case without argument."



By Charles Rafuse

ALTHOUGH the Golf Committee has had no meeting yet to decide on plans for the season, it looks as if a league would be organized similar to last year.

That would mean two teams, with the players divided into Class A and Class B.

More news will be available shortly. Watch bulletin boards for announcements.

Acknowledgments

We wish to thank our friends at Bird & Son for the flowers and the kind expressions of sympathy during our recent bereavement.

Mr. and Mrs. Patrick Feeney,
Nora Feeney.

We wish to thank you with sincerest appreciation for your flowers and kind expressions of sympathy.

The Dziubaniuk family.

Gratefully acknowledging and thanking you for the flowers and your kind expressions of sympathy.

Louise McFarland,
Georgiana Richwagen.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

The Nevins family.

We gratefully acknowledge your beautiful flowers and kind expressions of sympathy received during our recent bereavement.

Mr. L. J. Gottberg and family.

We wish to acknowledge and thank our friends at Bird & Son for their kind expressions of sympathy.

Mrs. Arthur Walker and family.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins
Lock-Butt	BIRD Insulated Bric-Siding	Individuals
Tri-tab Hex		Giant Individuals
Art Wall Siding	Bric-craft Siding	Copper-clipt
	Weather-Tex Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal		Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
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BIRD CHROMALIN Floor Covering

Patterned	Plain	Jaspé	Chromasets
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Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons

Tack and Screw Boxes

NEPONSET Waterproof Paper Flower Pots

Plant Bands

Plant Boxes

Special Papers Division

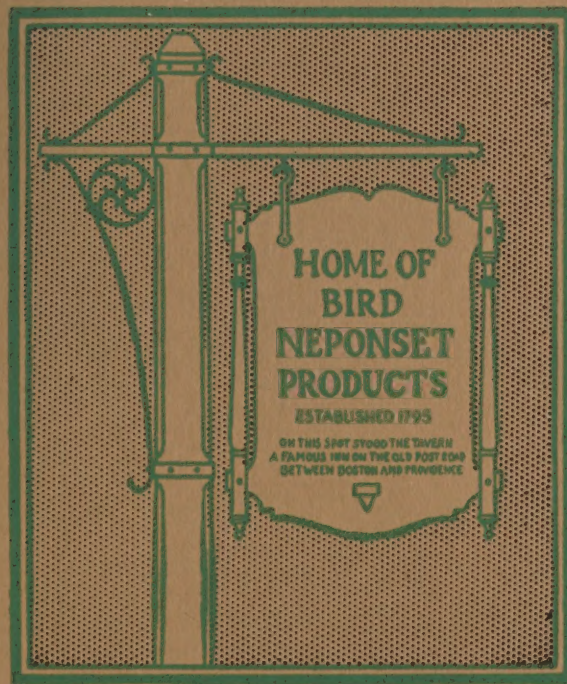
Index Pressboard	Socket Lining Paper	Rocket Paper
Cartridge Paper and Wad	Fusee Paper	Cushion Plugs
Chip and News Boards	Mill Wraps and Heads	
Dry and Waterproof Papers for Special Purposes		
Industrial Filter Paper	Toe Cap Felt	
Innersole Board	Cloth Board	



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXVI NO. 3

JUNE 1938



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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Vice-Chairman, CHARLES S. BIRD, JR.

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Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting

Vice-Presidents

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PHILIP H. BAILEY

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ALLEN H. RUSSELL

H. EUGENE SAWYER, JR.

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Assistant Secretary and Treasurer, W. C. AHLGREN

Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, H. S. WHITNEY

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Assistant Purchasing and Traffic, M. J. HAWKINS

Director of Personnel, B. D. ROGERS

Director of Research, E. M. LINES

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Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Eastern Division, W. E. HALE

Manager Central Division, S. C. TRAUDT, JR.

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Manager Southwestern Division, R. D. PETERSON

Sales Manager Flooring Division, H. E. SAWYER, JR.

Field Manager, A. V. GARLAND

Sales Manager Box Division, C. H. ANDREWS

Assistant Sales Manager, G. L. STUDLEY

Sales Manager Carton Division, A. M. CLAFFEE

Sales Promotion Manager, L. S. WRIGHT

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Assistant to Director of Manufacturing, P. N. HILLS

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Superintendent Paper Division, J. J. BURKE

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Superintendent Carton Division, R. L. TUPPER

Superintendent Felt Division, T. G. HENDERSON

Assistant Superintendent, R. H. SALISBURY

Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. J. BRADLEY, JR.

Chief Research Chemist, J. E. GRAHAM

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Chief Chemist, F. P. REYNOLDS

Western Manufacturing Manager, J. G. YOUNG

Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

Chief Chemist, J. F. COMISKEY

Assistant Superintendent Shreveport Plant, C. J. HARVIN

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New York, Chicago

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MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD'S NEPONSET REVIEW

VOL. XXVI

JUNE, 1938

No. 3

President B. H. Roberts Discusses Facts and Figures of Our Business

To the Members of our Organization:

I KNOW most of you have, from time to time, wondered how the various parts which go to make up our organization work together, how much we have invested in plants and equipment, how the money received from the sale of our goods is spent, and about a multitude of other things. I should like to answer a few of these questions and explain how the parts, which go to make up our business, fit together.

You have no doubt noticed in our Information Book that the Management accepts full responsibility for conducting this business for a three-fold purpose:

- a. That every worker in the organization may work as many days out of the year as possible and may earn as large an income as his capacity and business conditions will allow, thus enabling our working force to maintain living standards at high levels.
- b. That we may produce, consistently, high quality goods which will give our dealers profitable merchandise to sell and which will in turn give their customers satisfaction and value for their money.
- c. That we may make a reasonable profit to pay dividends on the capital invested and to provide adequate reserves for contingencies, thereby adding to the stability of our business

Our Customers

All three of these responsibilities are of vital importance to the success of any business, but one of them

seems to me to require a little bit of elaboration, because it is the responsibility which is shared by Management and Workers alike. That is the responsibility to produce the kind and quality of goods our Customers will purchase and repurchase. Unless we can make goods that will satisfy our Customers as to quality, appearance and price there will be no sales and there will be no work for you as Job Holders, no business for the Management to manage, and no return to those who have invested their money in this business—the Stockholders.

The price which the Customer will pay for the articles we manufacture depends upon the desirability and the value of those articles to him. The money to pay for the raw materials and the labor and expense spent in manufacturing and selling those articles must come from the money the Customer pays us. The articles we sell are in constant competition with similar goods made by others, and in competition with other desires and with other uses which the Customer may have for his money; therefore there is a price limit for the articles he buys from us beyond which he will not go, and any attempt to extract a price from him beyond the value which he sets results only in his refusal to buy. Therefore, in the end, the Customer really determines the amount of pay for all of us—he is the man for whom all of us really work.



Our Stockholders

Probably many of you have wondered about the Stockholders. We have 992 Stockholders, many of them workers in our various plants and offices. Their money built these factories, buys machinery, equipment and material, gives us our jobs, extends credit to our customers, and enables us to expand and improve our operations and manufacturing facilities. Without the money which the Stockholders left in this business we could not produce our Floor Coverings, Roofing Materials, Boxes, Cartons, Special Papers. Without the Stockholders' money your job and my job would not be possible.

During the year 1937 the Stockholders received in dividends \$602,429.75. At the average market value of the stock the amount of dividends paid returned about 5%. During this same period the Employees in

Explanato

WHAT WE HAVE (Assets)

THIS COLUMN
shows how much of each item
of our Assets is invested per
employee. It is this investment
that makes our job possible.

Cash in banks in several large cities, and in local banks where our plants are situated	\$ 666,733.10	\$ 292.55
Money invested in stocks, bonds, etc. which can be turned quickly into cash when needed	283,698.14	124.48
Customers owe us for goods	1,600,304.71	702.20
Inventories of raw materials and finished goods on hand	3,116,147.36	1,367.33
Money advanced to and invested in our affiliated companies	1,998,422.62	876.89
Land and roadways on which our plants are located, buildings which house our manufacturing plants, offices, laboratories, power plants, etc.	4,857,190.19	2,131.27
Machinery and manufacturing equipment	5,998,283.58	2,631.98
Miscellaneous investments	123,356.04	54.13
Cash invested in our own capital stock held in our treasury	270,920.03	118.88
Bills paid in advance	233,577.65	102.49
Good Will. As its value cannot be calculated, this is carried on the books at only	1.00	—
	<u>\$19,148,634.42</u>	<u>\$8,402.20</u>

Balance Sheet

December 31, 1937

WHAT WE OWE (Liabilities)

For raw materials and wages	\$ 473,061.49
Taxes to federal and state governments	148,937.05
Reserve for wear and tear and depreciation on our equipment and buildings	5,491,917.45
To cover discounts and allowances due to customers to whom we sold products, and to provide for losses in the collection of amounts owing to us	281,531.45
Reserve for unexpected expenses which may arise	483,570.41
Cash invested in our business by our preferred and common stockholders	6,000,000.00
Savings from past earnings which have been reinvested in the business	6,269,616.57

\$19,148,634.42

our various plants, exclusive of Senior Officers and Directors, received \$3,952,943.48. The total salaries paid to all Senior Officers and Directors amounted to \$195,320. Thus you can see that for each one dollar paid to our Stockholders in 1937 we, as Employees, received \$6.88—almost seven times as much as the Stockholders received.

It may be interesting to know that for the last twenty years if all the dividends paid out by our company had been distributed among the Employees, each Employee would have received a total of only five cents more per hour, and the Stockholders would have received nothing.

Our Balance Sheet

At the close of each year we issue a statement showing what we own (our assets) and what we owe (our liabilities), which is commonly known as a Balance Sheet. Elsewhere in this article you will find our Balance Sheet as of December the 31st, 1937. You will note that it required an investment of \$8,402.20 for each Employee. In other words, the Stockholders have invested \$8,402.20 in order to put one man to work.

Please observe that the savings from past earnings which have been reinvested in this business amount to \$6,269,616.57, which is a greater sum than the original cash invested in our business by our Stockholders. This is the item which is ordinarily known as "Surplus", which many people imagine to be made up of cash but which is actually made up in buildings, machinery, inventories, accounts receivable, etc. In other words, it is the savings from past earnings which have been reinvested in this business in order to make the business grow and be healthy, and thus make our jobs possible.

You will note that we have invested \$15,571,925.84 out of a total of \$19,148,634.42 in four items: land and buildings \$4,857,190.19, machinery and equipment \$5,998,283.58, amounts owing us by customers \$1,600,304.71, and inventories \$3,116,147.36. You may wonder at the two items of "Amounts owing us by Customers" and "Inventories". These two items represent the amount of money necessary to stock our business. In other words, there is quite a period of time existing between the time that we buy a raw material

and the time that the Customer pays us for a finished article. During this time we must continue our operation and therefore tie up large sums of money in the handling of Customers' accounts and our inventories.

You know that our inventories are made up of raw materials, such as papers, rags, asphalt, crushed slate, oils and other raw materials, materials on which we are working in the factory, and of our finished products, such as Floor Coverings, Roofings, Boxes, Special Papers, etc., which are stored in various warehouses and which have not as yet been sold. We must maintain certain minimum inventories in order to service our Customers properly and in order to maintain good conditions of employment. As you all know, our various lines of products are more in demand at some periods of the year than they are at others. If we attempt to have production follow this demand, employment would vary tremendously from one period to another, and in order to spread work more evenly, thus insuring our workers steadier and more even employment, we have built warehouses in which we store finished goods which are to be sold at a later date. This is particularly true during the winter months, when production of finished goods is far in excess of sales.

There is a limit, however, to the amount of inventory that we should carry. This must be reasonably consistent with general business conditions. If not, there is the danger of loss through declining prices. For instance, I have in mind the last few months of 1937, when sales declined rapidly. During this time our inventories increased substantially and, at the end of the year, were \$822,220.62 over the corresponding period of the previous year. This situation required a slow-down in rates of production, in order to reduce inventories to levels which were in step with sales.

General business conditions throughout the country usually affect our business very materially, and business on the whole is always changing, and these changing conditions force us to control inventories within our estimated requirements. If this were not done we would soon find ourselves in serious condition due to inventory losses.

How We Spend the Money We Receive

From the Sale of Our Products

I know you will all be interested to know how we spend the money that is received from the sale of our products. We have divided the circle below to show just how we spent each dollar received last year. The size of the piece of circle under each heading indicates the amount of money which went for each indicated purpose.

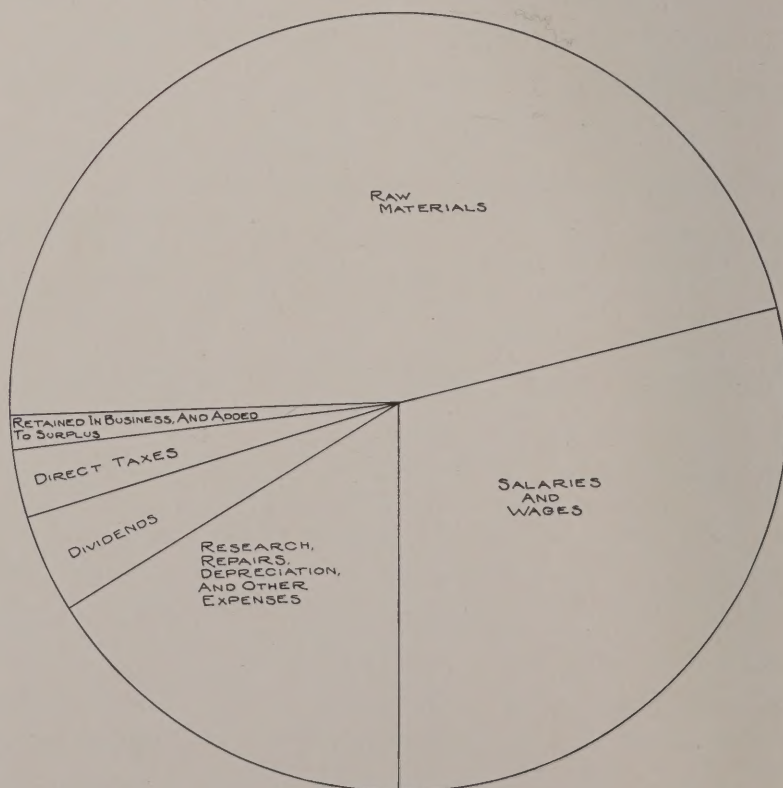
You will note the piece of circle marked "Taxes". This piece of circle represented 32.8% of our net profit.

You will note the small piece of circle indicating how much was retained in the business, and perhaps you will wonder why we retained anything at all—why we did not distribute all of our earnings or pay them out in the form of wages. Please refer to my remarks regarding the item shown up on our Balance Sheet as "Savings from past earnings which have been reinvested in the business", or "Surplus", as it is usually called. This piece of circle, "Retained in the Business", goes into "Surplus", and it has long been

the policy of our company to reinvest a portion of the earnings in the maintenance, improvement and modernization of various plants and to expand operations when necessary and advisable. During 1936 and 1937 we spent a total of \$1,301,572.05 for improvements to plants and machinery. This money came from earnings of this business and we felt that the expenditure was necessary and advisable in order better to provide the means to furnish more secure employment to the workers in these mills, to manufacture better and cheaper products for our Customers and to enable us to furnish an adequate return to our Stockholders, whose money it was we spent. Were it not for this policy of plowing back a portion of our earnings we would not be able to safeguard the future of this business.

During the last Depression there were many months when we found it necessary to use these reserve funds, which had been accumulated from past earnings, in order that

This circle represents the total amount of money received last year. The various sections indicate how much of that money was spent on each of the items listed.



our jobs might continue, because we were operating at the time at a loss.

You will be very much interested in the piece of circle marked "Other Expenditures", because this piece of circle covers such items as "Research and Development", "Repairs and Depreciation". As a matter of fact, "Research and Development" constitutes a very large part of this piece. We spent this large sum in research and development in order that we might develop new and better products and improve our old products. If we did not do this our business would gradually die. You all recall such items as Thick Butt Shingles, Art Bric Siding, Insulated Bric Siding, Weathertex Shingles, Chromalin, Armored with Bakelite, Filter Paper, Improved Cartridge Paper, Improved Flower Pots, Improved Shoe Cartons, and a host of other items where our company has led the field. They were the result of long, expensive research and development.

We can't wait until we need one of these items badly and then go ahead and develop it, because on the average it requires five years from the time work on a new product is started until that product is sold in sufficient volume to make it a profitable item. We must carry this work on, year in and year out, in order to keep our ideas fresh and our line of products up to date.

I mentioned that this piece of circle also includes the money spent for repairs. You all know how necessary it is that our buildings and equipment be kept in first-class condition; you know the waste and danger which results when you attempt to work on machines which are out of repair. Constant application and the expenditure of large sums of money, year in and year out, are necessary to keep buildings and equipment in good condition.

The amount of money represented by "Depreciation" constitutes a real item of expense. This sum represents that which is necessary to replace machines which are worn out or which are out of date, due to new and better machines coming into use. A good example is the replacement of the Wet End on No. 2 Paper Machine last year. Certainly this part of the machine was not worn out, but the art of paper making had improved to such an extent during the few years in which the old wet end was in use that it was



Anthony Yuhasky, John Curran, and Fiorino Felici checking rolls of paper made on No. 5 Paper Machine. This paper will eventually be made into Bird Shipping Containers.

necessary to replace it with new and modern equipment if we were to stay in competition on the products produced. Business is constantly moving and we must move with it, or ahead of it. We cannot afford to be caught in the back waters.

I have already touched on the pieces of circle representing "Dividends" and "Salaries and Wages".

The piece of circle showing what we spent for materials needs no explanation.

You will be interested to know that our sales for 1937 were approximately the same as they were in the previous year, although the net earnings for the year were 21.2% less than they were in 1936. There were several important factors which caused this decline in earnings:

1. Two Wage and Salary increases.
2. Extension of our Vacation Plan with Pay, to include practically all hourly paid workers.
3. Substantial increase in prices of raw materials.
4. Substantial decline in business volume the latter part of the year, together with a marked reduction in the prices received for our goods.
5. Marked increase in taxes.

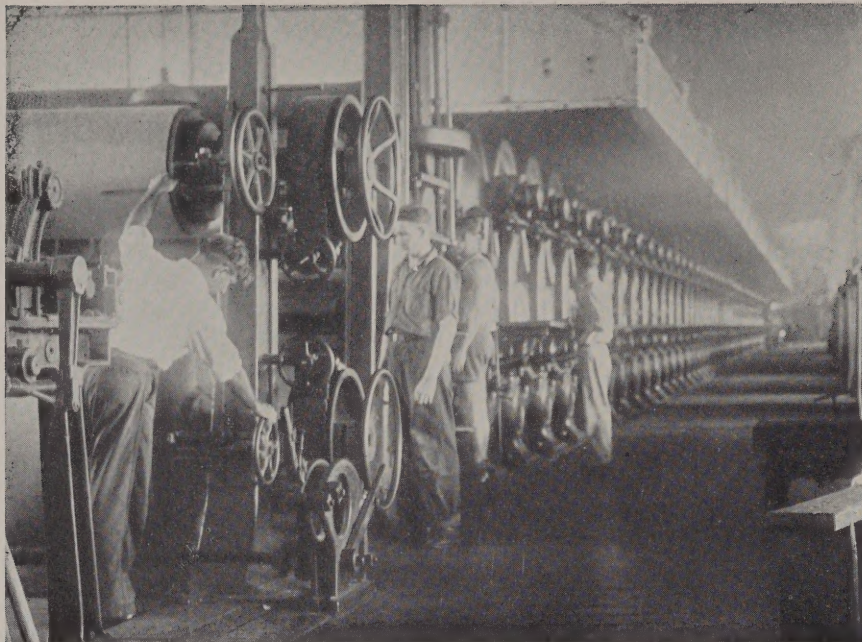
I wonder sometimes whether you realize the full significance of a wage increase, when taken in connection with a business such as we operate. I ask you again to refer to a state-

ment made earlier—that if all the dividends paid out by our company in the last twenty years had been added to the pay of our workers each man would have received only five cents more per hour—you see how close are the margins under which we operate. During the summer of 1937 we were started on another Depression, and by mid-winter we were into it, with sales considerably reduced and prices for our manufactured goods at a very low mark. Against this were high material costs, increased wages and rising taxes. The answer spelled out a drastic decline in earnings and by the end of the year we were operating at a loss.

Present and Future

We are still in the Depression which started last year. Sales in dollars and cents for the first four months of 1938 are substantially below those for the same period in 1937, although the tonnage produced in several of our divisions has been very satisfactory. We have been operating at a loss since last October.

Nevertheless we still have before us the responsibility of doing our jobs in such a way that we may produce high quality goods which will give our dealers profitable merchandise to sell and which will in turn give their customers satisfaction and value for their money.



Frank Moreiro, John Harrington, Fred Pierson and Henry Gibb, at work on the felt machine at Phillipsdale. This picture was taken some time ago, before the machine was rebuilt.

It has always been a difficult matter to keep a business running successfully. Problems constantly arise which call for study and the exercise of good judgment. Many new problems have been added during the last few years, thus adding to the burdens of properly managing a business. These problems can all be solved with the exercise of the proper co-operative spirit by all of us.

I quote a paragraph from Mr. Allen's "Report to the Stockholders": "It has always been our belief that the continued success of this organization rests, first upon the mutual trust, confidence and good-will existing between the active people 'on the job', from the President to the man at the machine, and then upon the good-will existing between this organization and its thousands of customers throughout the Nation."

This has been recognized by our Management during the 143 years of our existence and we believe it will be true for years to come.

Stockholders, Workers, Management—we are all in this business together, our aims and the object of our interests are the same—Prosperity for Bird & Son, inc.



By Steven Cavanaugh

THE Soft Ball season opened with a very extensive program. The committee consisting of Ruth Milliken, Roy Walton, Ernest Oakes and Stephen Cavanaugh has worked to make the sport a universal activity throughout the different mills and offices.

A girls' interdepartmental league has been formed with five teams taking part. Ruth Milliken is in charge of this particular division and has done a great job of organizing the girls' teams. At the present the Stenographic team is leading the league, trailed by the Accounting, Sales, No. 2 Box Shop and No. 1 Box Shop. The teams play on Monday and Wednesday nights in the East Walpole Athletic Field and the Endean Playground. There is great excitement during the course of play, encouraged by the fact that to win the league title will give the team the distinction of being the first championship girls' soft ball team in history of the Bird Club.

A men's league has been organized with seven teams in this circuit. At the present writing interest is

keen and competition is strong. The Flooring Machines are leading with the standing as follows: Flooring Machines, Roofing, Accounting, Undercoat, Flooring Office and Box Shop. The men play on Monday and Tuesday evenings at the same fields as the girls, beginning their games at 6:30.

Under the leadership of the soft ball committee a Norfolk County Soft Ball League has been organized. Plymouth Rubber Co. of Canton, Hollingsworth & Vose of East Walpole, the Press Team of Norwood and Bird & Son are the present members. This league will play every Thursday night. East Walpole Athletic Field, Norwood Civic Field, Canton Town Field and Endean Playground will be the fields on which these games will be played. The Bird & Son team has also arranged a schedule of Saturday and Sunday games with various organizations throughout the state. Dennison Association of Framingham, Chelsea Naval Hospital and other similar teams are being booked on a home and home basis. This team representing Bird & Son in outside matches will be uniformed.

Safe Work Brings Good Record

By working safely throughout the month of May, we have now completed our third no-accident month this year. That's the kind of safety news we like to print.

An accident at the Roofing Shipping Department on the last day of April spoiled the perfect record for that month. Up to that time we had worked more than three full months without a single lost time accident. Anthony Renda was unloading a car from Phillipsdale. Following standard instructions, he removed two rolls from the doorway of the car to make room to nail down the car plate. As he was returning to the platform to get the hammer and nails, the car plate slipped, letting him fall between the freight car and the platform. He suffered a contusion of his heel and is not back to work yet.

Soccer Team Wins Championship

By John White

BIRD & SON'S Soccer team has won the championship of the Boston and District League—a goal they have been striving to reach for the past ten years. Our nearest rivals were the Sao Miguel Soccer team of Cambridge.

Since the last writing our undefeated record was snapped by a 3 to 1 reverse at the hands of Sao Miguel at Dilboy Field, Somerville, Sunday, April 24. The following Sunday, May 1, we reversed this result at East Walpole and took a clear lead in the championship.

Sunday, May 8, at East Walpole we defeated Somerville Soccer Club 7 to 3 and will close the league's season in the annual Thomas Greive Cup series of two games with Sao Miguel.

The first game will be played on Dilboy Field, Somerville, Sunday, June 5 and the final game at the Athletic Field, East Walpole, on Sunday, June 12. Total goals for the two games will decide the winner.

It is interesting to note that the Ponta Delgada Club of Tiverton, R. I., who put Bird & Son out of the national amateur championship, finally won the title. Sao Miguel, who also defeated us, won the state open title after being put out by Bird & Son who later withdrew from the competition, leaving Sao to step back in and win.

Bird Club Banquet is Big Success

By Arthur V. Wilson

Six hundred Bird Club members sat down at the banquet tables in the Norwood Armory on Saturday night, May 7th, feasted on a full course Holman Turkey Dinner, and then enjoyed an evening of entertainment and dancing.

This was the big party of the Season for the Bird Club, and was without question a big success. The dinner measured up to Holman's usual high standard, and if anyone left the table hungry it was his own fault.

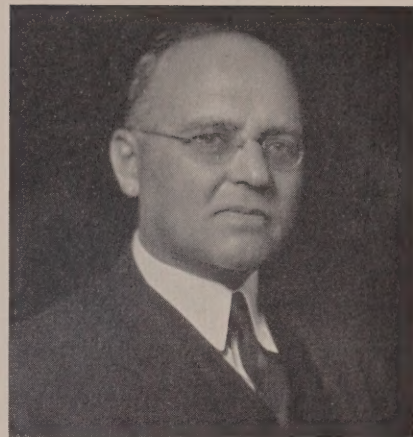
Six acts of entertainment followed the dinner, presented by the following entertainers:

Mae McPhee—Dancer
Doris Oreiani—Accordion Player
The Silver Creek Rangers
Madeline Flecker—Blues Singer
Nancy Tower—Song and Dance Artist

Kingsley Perry—Ventriloquist

During the dinner, Harold Kiley's orchestra furnished music, and later in the evening they played for dancing.

The Entertainment Committee, which ran this successful affair, and which has been in charge of all the entertainment activities during the past winter was as follows—A. V. Wilson, Chairman, Anne Kelliher, James Sullivan, Martha McLauchlan, George Lane, Sigurd Gustafson, George Wallace, Mary Bannon.



Harrison F. Lyman, Director

Harrison F. Lyman Elected a Director

AT the Annual Meeting of Bird & Son, inc., in February Mr. Harrison F. Lyman was elected a Director of Bird & Son, taking the place on our Board left vacant by Mr. Frederick H. Hird.

Mr. Lyman has been legal adviser for Bird & Son for many years. He graduated from Amherst in 1898, and the Harvard Law School in 1904. He began practicing law in the office of the present Mr. Justice Brandeis, for a period of three years; then he went with the firm of Fish, Richardson and Neave, where he has been continuously, having been made a member of the firm in 1910.

For nearly thirty years he has been working on our patent problems. Because of this long association with our products and processes, he is a strong addition to our Board.

Six hundred (count 'em) Bird Club members at the big banquet at the Norwood Armory on May 7.



BIRD'S NEPONSET REVIEW

Vol. XXVI June, 1938 No. 3

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.
Shreveport, La.

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C. W. Conrad B. D. Rogers
Editor Circulation Manager
E. M. Grout A. S. Blaney

Printing Foreman, F. R. Meyer

*An ounce of performance is worth a ton
of complaint.*

The Better Job

By Edgar A. Guest

If I were running a factory
I'd stick up a sign for all to see;
I'd print it large and I'd nail it high
On every wall that the men walked by;
And I'd have it carry this sentence clear:
"The 'better job' that you want is here!"

It's the common trait of the human race
To pack up and roam from place to place;
Men have done it for ages and do it now;
Seeking to better themselves somehow
They quit their posts and their tools they drop
For a better job in another shop.

It may be I'm wrong, but I hold to this—
That something surely must be amiss
When a man worth while must move away
For the better job with the better pay;
And something is false in our own renown
When men can think of a better town.

So if I were running a factory
I'd stick up this sign for all to see,
Which never an eye in the place could miss:
"There isn't a better town than this!
You need not go wandering, far or near—
The 'better job' that you want is here!"

Figure It Out

CRITICS of the machine and mass production methods seldom stop to consider just how much these methods were responsible in making more and better things available to more people.

Let's take for instance the automobile and see how much it would cost to build it if mass production methods and modern machinery were not used.

A large automobile manufacturer

recently estimated that a car which today sells for \$600 would cost at least as much as \$3,500 if made by non-mass production methods. It isn't hard to figure out just how many people could afford to buy automobiles at that price! In 1935 only about 2,428 automobiles were sold in the United States and Canada in the above \$3,000 price range. But of all price ranges somewhere in the neighborhood of 4,000,000 cars were sold in the same year.

Here are some other facts about what things would cost if made by other than mass production methods:

A leading typewriter manufacturer estimates the cost of a typewriter at \$1,000 instead of slightly more than \$100.

An alarm clock would sell for at least \$25 according to the vice-president of a leading alarm clock firm.

These are but a few examples, but they are typical and illustrate that the "good old days" of making things by hand would never bring us the comforts, conveniences, and luxuries that make up our American standard of living today.

—The Broke Box.

Showing of Sound Slide Films

MORE than 200 Bird & Son workers and their friends attended the two showings of Bird Sound Slide Films at Bird Hall on the evenings of Thursday, May 19 and Tuesday, May 24.

These films have been made for use by our salesmen as the newest and most effective way of telling our sales story to those people who actually sell our products to the consumer. The films shown at Bird Hall did not include all of our Sound Slides, but they were representative of the equipment, and were particularly interesting to Bird & Son workers and their families, because many of the pictures were taken in our plants, and in a number of instances the characters in the pictures were Bird & Son workers.

Three Bird films were shown—"Through the Years", an institutional picture, "Getting the Right Start", a Built-Up Roofing picture, and "The Lady Says 'Yes'", the film about Chromalin. In addition,

a special film was obtained from New York entitled—"You Bet Your Life". This was a highway Safety film, portraying in an amusing, effective way the dangers of careless driving. The chief character was Ozzie, who is well known to our workers through frequent appearances on our Safety Posters.

Tragedy Takes Lives of Two Workers

NEWSPAPERS on Friday morning, May 27, carried the story that Mr. and Mrs. Ralph Clark and Mr. and Mrs. Clifford Gove were apparently victims of drowning, as they had failed to return from a fishing trip in the waters near Marion. Indications were that they had left the large motorboat, to fish from a small tender, which later either struck a rock or capsized.

Mr. Clark was a machine tender on No. 5 Paper Machine and had worked for Bird & Son ten years. Mr. Gove came with Bird & Son in 1935 and was employed as a mechanic in the Stock Transfer department. They were both in the near disaster a year ago when a fishing boat capsized off the shores of Plymouth. Clark was one of the men who started to swim ashore for aid.

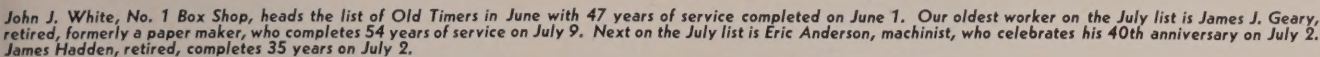
The Goves leave two small children, Albert, 4, and Bennett, 2. The Clarks have a son, Robert, aged 10. The families, accompanied by Gove's mother, had gone to Swift Beach for a week's vacation.

Veterans' Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during June and July and of those who complete twenty or more years' service during these months:

JUNE

	Year
John J. White	6- 1-1891 Box Shop 4
Vitus Gleichauf	6- 7-1895 Retired 4
Andrew Walker	6- 7-1897 Paper Mill 4
Michael Sheehan	6-20-1899 Retired 39
Charles Knaus	6- 1-1902 Paper Mill 36
Mary Scanlon	6- 1-1906 Box Shop 32
John Kelly	6- 7-1906 Maintenance 30
John Folan	6- 6-1908 Box Shop 30
Michael Kodis	6- 1-1909 Paper Mill 29
Kostanty Geigol	6- 1-1909 Paper Mill 29
R. L. Tupper	6- 7-1909 Box Shop 29
Ludwig Polevitch	6-21-1911 Paper Mill 27
Bessie Hubbard	6-10-1912 Office 26
James J. Maroney	6-12-1912 Maintenance 26
Michael Shergals	6-14-1912 Flooring Plant 26
Francis Massey	6-15-1912 Paper Mill 26
Mike Waytekunis	6-20-1912 Paper Mill 26
Patrick McDonald	6-30-1913 Box Shop 25



P. C. Richer	7-31-1921	Pont Rouge	10
P. C. Bedard	7-13-1928	Pont Rouge	5
H. M. Allport	7- 7-1933	Verona, Plant	5
A. Martin	7- 7-1933	Verona, Plant	5
A. G. DeWolfe	7-14-1933	Verona, Plant	5
C. R. Bauder	7-27-1933	Verona, Plant	5

Notes From Plants and Offices

Main Office and Sales

*Alice Clem
Eleanor Badger
Sabina Costello
L. T. Harriman*

*Ruth Milliken
Pauline Ransow
John Murphy
Dorothy McEleney*

Ye scribe has inside dope that Chick Campbell played softball in his school days. His tremendous batting certainly bore out this information, and also the fact that now his breath comes in "short pants".

"I know very little about softball, but I'm a good runner", said Ann Kelliher to captain Peg Owens before their first game. She demonstrated her ability by racing to first base after four balls had been called on her!

A Real Vacation

Peg Rorke started the vacation season with a grand and glorious trip to Bermuda. There never was anything like it and Peg is still walking on air. Who can blame her!

Ask Martha Clem how she performs that magical charm over the ball before she drives over the water-hole.

A recent soft-ball cartoon of the stenographic girls in action caused a bit of hilarious comment among the girls. The artist promises not to draw on such touching subjects in the future for fear of the old saying, "There is strength in numbers."

Good Ship Pontiac

By the time the *Review* is out the good ship Pontiac piloted by first mate Makarevich will be in the water. You fishermen get in touch with him for a real good fishing cruise. Last year a 30 pound cod was the prize catch and this year Skipper says 50 or nothing.

We understand there was quite a gallery at the fifth hole to see Peg Owens tee off. Watch it, Peg!

Pauline Rafuse dislikes jack rabbits very much. We wonder why.

We extend a hearty welcome to Dana Tucker, new correspondent in the Special Papers Sales Division.

The stenographic girls are pounding the ball lopsided these evenings. They are a strong aggregation for a girl team and we hear real fast. They talk a good game of ball and should keep the league going strong.

Just Ask Bob

The next time you see Bob Mercer ask him how the Cleveland Indians made out with the Red Sox when they visited Boston recently. He won't get mad. We understand Bob is interested in the outcome of the Pennant race. It seems he is most anxious to wager a goodly sum on the winner, but has some difficulty making up his mind as to what club will win.

Did you notice how be-oot-iful the men looked in their party hats at the Bird Club banquet? We agree with Bill (H. R.) McEntee that there should be a law prohibiting them.

After the banquet Bertha Bradley demonstrated her ability as a toe dancer, generally performing on her partner's toes.

We saw our old friend Sam Cole over the week-end, and it seems he went fishing recently. We asked him why he looked so disgruntled. "Everything went wrong!" grumbled Sammy. "How was that?", we asked. "Ever go fishing with your wife?" "Once, why, did she protest against hurting the fish?", we asked. "No, she said she was sure they were perfectly happy, because they were wagging their tails." (Probably dog-fish).

We all miss the cheerful Genie Eckert who has been transferred to the Service Department. In her place, we welcome Miss Vera Ransow, sister of Polly of the Purchasing Department.

And Grapenuts

Mary Concannon has started playing golf again. Someone ought to tell her that it is not a game of slow motion. We recommend Wheaties and more Spinach, Mary.

We welcome Josephine Survilla to the Flooring Sales Department. She has been transferred from the Service Department.

My! oh my—oh MY! That fellow Dan Cupid is at work again. Doris Pease recently showed the gang her engagement ring. The lucky fellow is James Sullivan, a former employee of Bird & Son now working for Gould. Who's next?

We hear reports from Eleanor Badger that she went on a "Hay Ride" the night of the Bird Club Banquet, and she insists that she had a better time than if she had gone to a banquet. Wonder just why she thinks that. The moon was pretty that night, though, wasn't it?

In the Girls Golf League the Eagles are certainly running away with the Birdies with a score of 8½ points to 3½ points. Come on Birdies, get together and go after those Eagles.

We welcome Robert W. McCahon to the Roofing Sales Department as Roofing Correspondent.

The golf course in Sharon is sort of empty since Sam Cole moved his family to St. Johnsbury, Vt. Sam is Roofing representative in Northern New Hampshire and Vermont.

Highlights

of the Girls' Golf Matches—

Julia Lewis stopping to pick flowers.

Velma Cobb helping(?) everyone with her game.

Marion Tolman finishing nine holes in the 60's and remarking, "Oh, I was terrible tonight!"

Marion Smith buying a new Bobby Jones brassie and asking "Marty" "Do you think this will improve my score?"

Lambert Anderson has been busy lately making final arrangements for the big fishing party. This is developing into an annual affair and brings out a sizable crowd of fellows. The tentative date set for this year is June 11, and Andy is promising plenty of fish for all.

Albert Eckert played soft ball the other night. He astonished the gallery by smashing the first pitched ball into deep center. He further astounded them by standing calmly at the plate, watching the ball soar into the blue. When finally persuaded to run, Albert stretched the hit into a well earned single and rested content on the initial sock.

If you see a happy soul hop by you any weekday morning in rhythmic sway, don't be alarmed. It's only Maurice Godfrey practicing the new dance craze "The Cherry Hop."

Dizzier than Dizzy

It is rumored the Stenographic Softball aggregation has discovered a "Dizzy Dean". We wish the camera club would make it a point to send a few candid camera men up and get a few shots of the girls in action for our next *Review*.

Drop in during rest period in Stenographic and witness a few "would be" golfers teeing off an imaginary ball. Great fun! Nothing under 300 yards by gosh!

A few of the boys in the office are going in to dancing school "tripping the light fantastic." They are described as a brunette, blonde, strawberry blonde and, last but not least, a man who recently bought a "new to him" hat down at the Flooring Office. Hi, Bill! These boys should be popular at our Bird Club dances in the future. Keep your eyes on them girls.

The Messenger boys wish to thank H. M. for the wrestling tickets which he gave them.

The Bird Club Entertainment Committee, which put on the very successful banquet at the Norwood Armory: Left to right: Mary Bannon, George Wallace, George Lane, Martha McLaughlan, Arthur Wilson (Chairman), Anne Kelliher, Herbert Badger, James Sullivan.



If any of you other fellows around here have any tickets you aren't going to be able to use, the boys in the Mail Room would be glad to receive your donations.

Banquet Bits

Ken Ross surely can harmonize when it comes to community singing. Incidentally, that front row of messengers would be an asset to the Bird Glee Club. They are expecting contacts.

Bud Pierce surely did put his share of turkey away. But when the ice cream was served, we believe he was saving himself for the dessert.

Maurice Godfrey was just about nuts over the tap dancer. He was all smiles for the lady.

We expect Mary Stone will be in Virginia by the time this issue is distributed. How do you do it, Mary?

Swing Sisters

Among the newer golf addicts are Ida Milesky and Evelyn Wadleigh, and oh my!, but do they take it seriously. What took the prize was when Ida in explaining the finer points of the game started teeing off with the window stick. Some form, what I mean.

Norman McDonald still has a very "Shreveport-y" look about him. Maybe it's only spring fever!

Softball has taken the girls by storm. The Stenographers feel pretty good over their 12 to 3 and 47 to 17 defeats they have handed out. Keep it up girls; remember there is a trophy at stake.

No need to mention any names, but it seems that the Stenographic Department claims an actress in their midst. If you attended the Rotary Club Minstrel Show in Walpole not so long ago, you will know whom we mean and what we are talking about.

Ann Walters and Vera Ransow are newcomers in the Messenger Service. It's nice having you with us, girls.

Did you ever see "Butch" Brady play softball? If not, you have a treat in store for you.

The Interdepartmental softball league is now going full blast and has aroused a sur-

prising amount of fervor among the participants. Although seriously threatened by injuries at the start of the season, the various teams seem now to have conditioned themselves and everything flows smoothly.

Ray White who had the misfortune to break his ankle during the first soft ball session, hopes to be off his crutches soon. It seems that his athletic interest lately has drifted toward golf and he doubts if he will have much time for soft ball in the future.

Many of the girls in Billing and associated departments are going in for golf in a big way. They may be seen almost any evening tearing around the course at the Walpole C. C.

A fair member of the Cost Department is establishing an enviable record as an art critic. Her attention at present is concentrated on illustrated blotters and she certainly has a fine collection. All contributions to the fast growing pile are welcome. Just address them to "Butch".

Ollie Sherbourne officially ushered in Spring a few weeks back when he wore a white panama chapeau in between rainstorms.

Congratulations to Helena White who recently celebrated her twenty-fifth anniversary with the company.

Watch Out!

Warning is hereby issued to all to beware of a candid camera fiend who has been running loose in this vicinity. He made his first public appearance at the Bird Club banquet and his victims were legion (though for the most part quite willing). Roger got several very good prints of which he is justly proud.

We wonder what Solveig Storm had on her mind the other night. While driving along she very nearly removed a whole row of trees from the roadside.

Some Golfer!

Pat MacDonald would make the fellows blush with shame the way she gets a ball over the water hole from the men's tee with an iron.

Eleanor Carlson and Mary O'Connell want to take this opportunity to publicly thank Kay White for the home made goodies she brings them every day. (Kay isn't the cook.)

Judging from the collection of blotters on his desk, Mr. Whitney has a keen eye for beauty.

The girls on the Accounting Soft Ball team claim that brains and brawn do not go together. Guess why?

Roger Sumner provided the highlight of a recent Soft Ball game with his spectacular "bunt, hit, run and slide" play. After missing an attempted bunt, the undaunted Roger picked himself up and returned to score a clean hit which he beat out to first in spite of one or two delays to recover his trousers. After crossing the base Roger slid fifteen feet into the outfield, braked to a stop, arose, put on his trousers and took his place at the bag. In spite of his supreme effort, however, the Accounting team lost 1-0.

Paper Mills

Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Goragby
Charles Rafuse

Sophie Novick
Mary Driscoll
Peter Glebus
Joseph Jarlis
Donald Ross

Ward Gowing has been transferred to the office at the Flooring Print Machines. Charlie Bishop has taken over Ward's duties as messenger in the mill office. We wish them both the best of luck in their new work.



Don't be frightened, girls, this is only Albert Dyson, one of our shippers at Phillipsdale, in one of his lighter moments. The picture was taken by Jack Smith, another Phillipsdale shipper.

Vacations have been for some of us. Pete Santoro, our Phlegmatic Phisticuffer took a short trip to New York, and Tony Aventuroso and Tony Giampietro spent their time messing around their gardens. It looks now as if Professor Mudgett might be up in the 'tater country as this Review goes to press.

Arthur Topf is home recovering from an automobile accident. We hope he will be back to work soon.

Fierino Felici tried out for the Baseball team, but ended up playing soft ball.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

We welcome Talbot Wentworth who has started to work in the laboratory.

We congratulate Leslie Howard on his election as Captain of the Massasoit Hook and Ladder Company of Warren.

Joseph Silvia went visiting at the Wallum Lake Sanatorium recently and while looking around opened a door and found he was in the morgue. He says he'll quit exploring in strange places after this.

The bowling season ended with most of the members and their wives bowling the first part of the evening and later going dancing. The team still has its banquet to come.

Tough Luck

Leslie Howard has a fishing license but no time to fish.

We all expect to have a housewarming at Green Hill when Willie Banks has his summer home finished.

Vacations are on. Harold Hey expected to spend his up in the wilds of Rhode Island but instead took an automobile trip to Fort Wayne, Indiana.

Bill Callan has been telling some tall tales of his fishing trips bringing back some fish that were both flat and long. We understand that they were flat all right but there was some question as to the length.

Peter Sherburne Morton, 15 months old son of H. P. Morton, our roofing salesman.





Walter Cyr, a helper in our Millwright department at East Walpole, sent us this fine picture of his family. We don't blame him for being proud of them. Walter, in back, is holding Diane. Mrs. Cyr is holding Vivian. The three boys in the second row are Almon, Walter, Jr. and Theodore. In the front row are Donald, Peter, Patricia and Lourine. Peter and Lourine are twins.

Tixie Billings is lonesome again now that the bowling season is over.

Walpole, Watch Out!

Our soft ball team has got in trim at last and won its first game with the Tydol team—11-5. Gus Mollerberg surprised them all by blossoming out as a pitcher and Farmer Maddern excelled at second base not only with his white pants but by his playing ability also. They think that they will soon be able to take on the Walpole teams.

Five men went down to the Bird Club banquet in Norwood from Phillipsdale and enjoyed a very good dinner. George Hawley was not able to get more than the usual peck of banana fritters and Willie Banks was unable to find the string beans but all enjoyed themselves notwithstanding.

Box Factories

No. 1 Box Shop

John P. Walsh
Earl Boyden

John Phelan
Helen Sironka

Pauline Babel

We extend our deepest sympathy to Lucy Troiano in her recent bereavement.

We are all wondering if Emily Carr will win the bet from "Dom" Lipinsky. What a bet!

Model Husband
Talk about your model husbands! Anthony Samson has taken his vacation in May so that he could help with the work at home.

We extend our sympathy to Mr. Neilson in the loss of his mother.

Jack O'Donnell (our golf demon) underwent an operation on his head. We hope the operation has no effect on his game of golf this coming season.

Joe Isn't Saying

Joe Keefe took an early vacation to open the track at Suffolk Downs. How he made out nobody knows.

Walter "Jerry" Travers is in all his glory. He's a "papa" to a baby girl.

Sophie Sienkewicz is sporting a swell 1938 Chevrolet.

John Hunter and Bill Murphy of the shipping department are both sporting new-to-them cars.

How Do They Do It?

How Stella Zabrowsky and Helen Dawksiewicz could go out five nights a week and be full of pep the next morning, nobody knows. Guess the Mayfair and Cocanut Grove must agree with them.

We hear that both Alice Giampetro and George Murray, who have been ill, are on the road to recovery. We hope to have you both back with us again soon.

Wilmer Wiggin and Emilio NiCrasto took early vacations to work on their gardens.

Henry Johnson spent his vacation in bed. Tough luck!

Believe It or Not

Jack O'Donnell still maintains that it was a golf ball that was the cause of the neat looking patch on his head, and nothing else.

First it was whist and now it is solitaire that's the favorite pastime during lunch hour. Jenny Carroll takes the cake for winning.

It's wedding bells for Anna Stasis soon. How's Rhode Island, Anne?

Champ Fisherman

Ernest Koebe was the champion flounder fisherman until Ralph Farris told one better. Boy, can that Farris fellow tell them!

Harold Watson spent a week of his vacation in Maine.

No. 2 Box Shop

Olga Eysie
Josephine Rose
Alice Brady

Alma Walsh
Rose Ruggiero
Vaughn Allen

Congratulations to Roy Webber who now heads the Norwood Division of the Veterans of Foreign Wars, replacing Francis Donlan,

Paper Mill inspector, who served in that capacity last year.

We are glad to have Joe Smelstor with us again.

As we go to press we hear that Patsy Solbo is contemplating marriage on the 25th of June. We wish you luck, Patsy.

We are sorry to see Edna McMahon leave us, but we wish her luck in her new undertakings.

We are all pleased to have Leo Brunnell back with us again.

Takes No Chances

We hear that Bobbie DeFlaminis now deposits his lunch in the safety vault of the East Walpole bank!

The Ruggiero sisters spent a very pleasant vacation in Washington and New York over the 19th of April.

We had such a rollicking good time at the banquet we hope there will be another one soon.

We wonder how John Clancy liked dancing with his silent partner at the bowling banquet.

We were glad to see Paul Hunt who paid us a hurried visit recently.

We welcome Klemens Kaseter back after his long illness.

Was the little bird right when he said Delia O'Donnell was going to be the next bride of the Flower Pot Department?

Roofing Mill and Office

George Lane
Stanley Phillips
John White

Harold Mattson
William Percy
Bruce Farrar

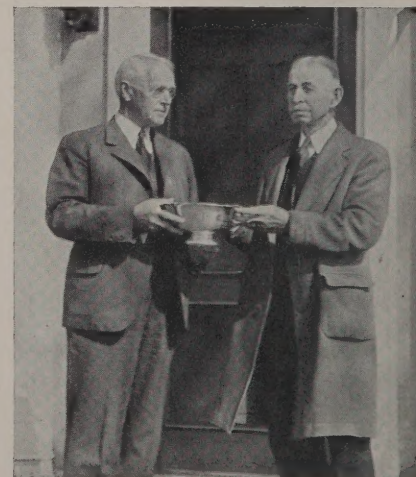
Maxmillan Rabinovitch

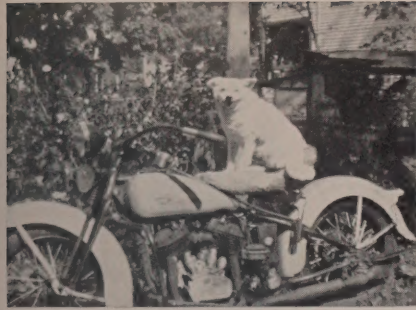
Tom Concannon became a proud pappy in March. We are waiting for a picture.

Keep Us Posted

We are all anxious to know what the outcome of the "grudge" match will be between Frazier-Kemp and Hanley-Zinkowsky in the golf tournament. Hanley, after a terrific upset a year ago, is reported ready to go to the post in rare form. The match will be played at the Walpole Country Club thus eliminating the snake hazard which Hanley encountered at other golf courses. At every previous match he was forced to kill 3 or 4

On May 14 John H. Smith, our oldest Old Timer, completed 60 years of service with Bird & Son. At a special meeting of our executives on Monday, May 16, Jack was presented with a silver bowl suitably inscribed. P. R. Allen, Chairman of the Board, is shown here presenting the bowl to him.





Norman Goodwin, Roofing Shipping Department, has a dog that likes motorcycle riding—when the machine is not moving.

snakes with his No. 5 or No. 6, depending on where the ball was.

Emil Anderson is fast becoming known throughout the Roofing plant as a social butterfly. He wishes there were more nights in the week so he could get more places.

At the banquet everyone was quite surprised to see Tommy Griffin so quiet. Evidently his Indian forbears were not on the rampage that night.

Inimitable Ted "Russell" Pieczonka rendered a number at the bowling banquet entitled, "Thanks for the Memory". At last year's bowling banquet he sang, "It's a Sin To Tell a Lie" in a never-to-be-forgotten way which prompted the request to hear his melodious voice again this year.

Edward Walsh is the proud parent of a baby girl born in April.

A great time was had by some of the boys at Stanley Jezulewicz's baby's christening. Even the baby seemed glad, though we suspect he didn't know what it was all about.

A new species of bug was flying around the Shipping Department one day last week and eventually landed on Joe Swasey's neck. From that moment on Joe was busy with every hand he has trying to keep up with the bug!

The youth of Norwood observed with some fear and trepidation the appointment of Anthony Utorka to the special police force.

Lone Wolf Stoddard

Only one expert from all the baseball writers picks the Red Sox to win the pennant, and Dick Stoddard, who is usually in the minority, is the only man at the Roofing Plant to back up this lone wolf.

We all sympathize with Frank Troiano and Fred Feaver, who both lost their fathers recently.

Our soft ball team got off to a great start, winning from the Flooring Office 8 to 1, with Charles Seavey leading the attack with 4 hits out of 5 times at bat. If Charlie would only bend over to reach the ground balls, he sure would be a star.

Stan Sallie and Warren Kumblad are coupled in the golf tournament. We hope that Stan's interest in one of the Camera Club's attractions does not interfere with his game especially during the month of June.

Arm of the Law

Recently the Walpole police chief breezed into the Roofing office and demanded the presence of Herbert Jepson at once. When he finally caught up with his victim, he served him with a summons to serve on the jury.

It is with deep regret that we learn of the passing of Tony Milus's wife. The boys at the Roofing mill will deeply sympathize with him.

Nick Radzwill is spending a week of his vacation in the hospital, where he went for

minor repairs. He is being separated from his tonsils.

We regret that Tony Rende is confined to the Norwood Hospital with a leg injury.

The stubborn bridge combination of Stanley Phillips and Ray Bearce have been taking decisive defeats all winter from Fred Turco and Frank Montisano, but they still think that it is poor luck and not lack of skill.

Court—ing

We all wonder just how late court stays open Saturday nights in Lawrence. Perhaps it is not the kind of court we are thinking of that Chester Gibadlo attends on Saturday evenings.

The next time Jack McDonald wants to change the shape of his teeth, he's going to a dentist FIRST.

We extend our sympathy to John Brookes, our genial watchman, in his illness.

We wish all the luck in the world to Frank Mazzoca who is being married on the 4th of June.

Perhaps Gus Mauritz should tie a string on his finger and hang his automobile keys on it. He lost them completely once, and on another occasion locked them up in his car.

Those hot peppers that Doc Watson and Bill Bishop keep around are food for strong men only. If you don't believe it, ask one of them for one some night.

Frank McMahon is figuring on a busy summer. He has cottages and rooms to rent at Swifts' Beach. When planning your vacation be sure to get in touch with Mac.

We wish to extend our sympathy to Helge Ostrom in the death of his mother.

Bill Slattery is now in our midst, transferred from the Box Shop. Welcome home, Bill.

Francis Nichols and Raymond Monahan have been seen together quite often lately. What or where is the attraction, boys?

Les Forrester plans to spend his vacation on his largest farm in New Hampshire, this summer.

Andy Wright was all smiles when he received that perfumed mail from "Peg". Bum joke boys!

Recent vacationers include: Carl Magnuson, Warren Manson and Frank Michienzie.

When looking for advice, see Betro and Nichols, legal advisers at the Crushing plant!

Everett Jarvis has gone from roller skating to speed boat racing at Lake Massapoag in Sharon. Better learn how to swim, Everett.

Hilda Zimlicki and Helen Olsavich of the Cartridge Cutting Department, holding the trophies they won for high averages in bowling the past season. Hilda has been appointed President of the Girls' League for next year. Congratulations, girls, and keep up the good work.



Presenting Joy Betro, youngest daughter of Andrew Betro, our color man at the Roofing Coloring Plant.

Hot Tips

If you are looking for inside stable information from Suffolk Downs, see Nick Santoro, Franklin Race Horse Owners official carpenter.

Our sympathy is extended to Carl Magnuson in the serious injury of his son.

Frank Michienzie is receiving congratulations. It's a boy.

How Lovely!

Rob Roy was presented with a birthday bouquet of Neponset Ferns, and Forget-Me-What's, by his associates on Thursday, May 19.

Herb Snell has purchased a new to him 1935 Plymouth Coach. Nice going, Herb.

Our Captain Stanley Jurgelewicz is having the launching of his S. S. Pontiac on May 30. Better get your fishing parties ready.

We hear Ray Monahan is about to buy a car. It is a long walk to Cambridge, Ray.

We extend our sympathy to the family of John L. Karshis, who died at the Norwood Hospital, Sunday, May 22. John had just come back to work for us in April, when stricken with a strange disease which was finally diagnosed as tubercular meningitis. He was 24 years old and had worked with us at various times since April 1935.

Arthur Baldof, electrician, has the distinction of being the father of a child with a genius' rating. In the I. Q. test given by Harvard College in conjunction with the school authorities of Norwood, Gretchen Baldof, seven years old, obtained the rating of 100%. The nearest ratings to hers were 85%, and the average for the three schools, West, Shattuck and Winslow, was in the 60's.

Flooring Mill and Office

Angelo Macchi
Thomas Paquette
Laurence Gammell

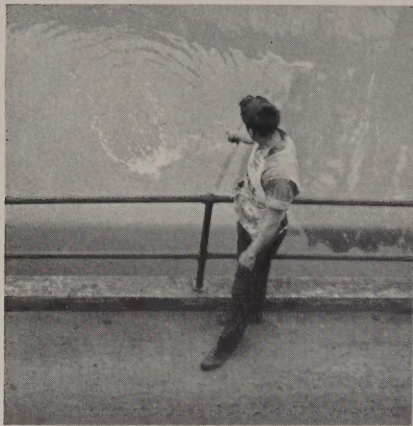
Leon Zinkowsky
Albin Vierz
Thomas Burns

Roger White says he got enough to eat at the banquet, but he ate five minutes longer than the others, as he was in a different part of the hall.

Walter Wallis has discovered a new route to Alaska, and also why Japan is the only country in the world that can raise silkworms. Anyone interested in these or various other bits of information should inquire of John Smith.

A Cottage Small?

Charles Letts is thinking seriously of parting with some of his "rocks". The reason: he wants a cottage by the sea.



Larry Bishop, Flooring Plant, pointing to the mysterious "geyser" in the Neponset River. This boiling of the water continued for some time at this spot. Nobody knows what caused it.

Anyone with a good used car for sale, see Peter Frain.

Quadruplets!

The boys in the coating room have developed quite a paternal instinct and a throb in their hearts. The reason is quadruplets!—but don't be alarmed, they're only four little robins which can be seen from the windows.

The soft ball season is in full swing. The Undercoat team will probably have a perfect percentage at the end of the season with no wins and all losses.

Some of the boys have perfect fielding and batting records already. They haven't caught a ball or got a hit yet. Gus Farris is leading the third basemen in the league in this respect. **Some Bargain!**

William Cherry picked up a remarkable bargain recently. He bought a kitchen set of four tables and a chair, so he says, for \$19.75. It's unbelievable.

We are all quite curious about what Lawrence White told the cop who stopped him while dashing down to Forest Hills to see his girl. Somehow he avoided getting a ticket.

Wiffle Eklund, our profound horticulturist, decided to analyze a certain specie of green leaf on a vine. After careful research he discovered it was poison ivy. A short time later he discovered its effect upon the human epidermis.

Capt. John Smith, canny Undercoat manager, can be seen during the soft ball games giving instructions to his men. This probably accounts for the perfect record so far.

Who was the Undercoat Don Juan who was seen with a striking nurse outside the Norwood Theatre? What's the matter, Charlie, didn't she have time to change her uniform?

Frank Clem has been in the market for a good used canoe. Steve Cavanaugh gave him the opportunity of a life time to purchase a real sea-going craft. Accompanied by Kaino Pane and Red Coyne, he journeyed to Norwood to close the deal. During the winter a cat used the boat as a home and had a litter of kittens in the bow of the craft. Frank discovered that the kittens were included in the sale of the boat. He wanted the canoe, but what the devil would he do with nine kittens! He was on the verge of buying anyway, when the thought struck him, "How will this be received at home?" Will anyone sell Frank a canoe?

Fishing Lessons

Anybody wanting to learn how to cast had

better see Gordon (back lash) Wilson as he is limiting his class this year.

Stuart C. Halliday, our best dressed man, is now a married man. Let's hope his wardrobe will last a little longer, so that he may retain his crown again this June.

Arthur Cripps is becoming an art critic these days. His comments at recent art gatherings are flattering.

Charles K. Johnson is becoming more and more of a family man. He is now the proud father of two baby boys.

Lucky Man

Stan Cody is leaving us for forty-two days as he is taking a trip to Europe. He plans to tour Europe with a bicycle.

Jock MacDougall has made reservations at Lake Bomoseen this year. Looks like he is going to be another Clem. Frank spent seven seasons there.

Roy Hill had a rare experience a few days ago. He fought off a shark bare handed while on a fishing trip.

Reports as to a coming wedding are heard. Tad Maguire will hear the wedding bells soon.

We understand the Undercoat Terrors refused to play the girls when challenged. We don't blame you, Captain Smith, it sure would be tough to lose to the girls.

Chicago Mill and Office

Gladys Davis
Raymond Gusick

Edward Stadt
E. G. Manteuffel

Limey Bradley is sporting a new Pontiac. Nice job, Limey.

What did Bowman have to say when Hacket opened the door of his car one night, last week?

New Office

The folks in the Chicago office are very happy to be in their new quarters. The incentive to work is so much greater now that they are spread out a bit.

Every situation has its funny side, and when in the process of moving, the men in the office all pitched in and helped, there was such a crowd Virginia Szukalla said it looked like a WPA project.

A Prophecy

It has been said that the good die young. Considering this, the well known mouthpiece "Friday" is going to live to be a very old man.

Glad to have Eddie Buffington with us again after his recent illness.

Ted Moore and Lou Lance have started out on a new business venture. It only takes one

"Thanks for the buggy ride," say Donald Parker and his pet dog. Donald is the son of Mahlon Parker of the Chicago Office. His cousin is standing with him.



dollar to start. If anyone is interested, get in touch with Lou.

Some people have the biggest blue eyes. Take Phil Checki for instance.

In a Daze

They say, "In the spring a young man's fancy turns to love". Now take George Hacket for instance. He was going along minding his own business and along came Mary. Now look at him, the poor fellow is in a daze.

We see the Lab has a stenographer now. His name is Elsie. Nice going, Art.

Fan Mail

The following was received from a woman in Iowa: "I am raising canaries. I see in the Prairie Farmer you want to buy them. Send me your prices and when you want them. I have 8 for sale. How old do they haft to be. These are all young birds."

The Lone Ranger and his great horse Silver can be seen every day going through the mill.

Why Is It?

We wonder why Mr. Gach and Mr. Matcha play such good Ping Pong on Saturdays. It seems the office can't get a team good enough to even give them a good game. Or is it because the office teams are not so hot.

George Heugel is the proud father of a baby boy. The little lad arrived on May 19th.

Our indoor team is going along at a hot clip. Big things are expected from them this year.

BIG Comeback

In the last Review it was announced that Ray Evers and Ray Young were beaten in Ping Pong 21-0. They were beaten recently by a score of 21-2!

Open Letter

To Laura Farris—Fear not! Ray Young is planning on spending his vacation East this year. His debts will be paid.

Bill Lester is looking for a bigger car. A Packard or a V16 Cadillac will do. He claims he would like to take Jean's family when they go out.

The yard out here is undergoing a little dressing up and it does look good. Landscaping is being done by Al Bohnenberger and his gang.

Wanted, An Instructor

If any of you boys know how to play a guitar, please help Ted Poleck out. He can't seem to get "Josephine".

Happy About the Whole Thing

We will have a married pair in our midst after May 28—Norma Olson and Earl Campbell. Good luck to you both!

J. G. Young paid us a visit recently. He said everything is under control in Shreveport. They are breaking one record after another down there. Nice work, if you can do it.

Shreveport Mill and Office

Harvey Beauchamp

Charles Houghton

Flash!

Opal Parry left us April 15th, married and moved to North Platte, Nebraska. The stenographic department lost a faithful member and everyone misses her.

We have been honored by several out of town visitors during the past two months: Mr. Charles S. Bird, Jr., and Harford W. H. Powel, Esq. flew in by plane and spent a few hours at the factory. Mr. E. L. Chamberlain and Mr. W. W. Wilson were here a few days in April. Our most recent visitor was Mr. C. W. Conrad, who was here several days ago.

We are happy to have two new members added to our office force. Mr. Donald Harrison in Sales and Mr. C. A. Duerson in Traffic



Mr. and Mrs. C. D. Oswalt and daughter of Waterloo, Ark. Mr. Oswalt works in the refinery of the Berry Asphalt Company.

and Accounting. "Happy Going" fellow workers.

Apparently "frog-gigging" (strictly a southern entertainment) must be Bo Beauchamps favorite out door sport.

We notice Katherine Mares' face brightens too, too much when airplanes are doing stunt flying around the factory.

Inez Bierden formerly of the advertising department is now a full fledged stenographer occupying Opal Parry's desk.

Mr. R. D. Peterson is now enjoying a visit East. He left for Boston last Friday night.

Wonder why O. C. Holder is so anxious to leave early one or two evenings each week. Must be some attraction somewhere.

Frank Kruizenga is becoming noted as a great fisherman—catches about one catfish in about a dozen fishing trips.

"Barney Oldfield" Willie Smith is one of Shreveport's most famous honky-tonkiers. But the other night he had to hitch-hike home from the vicinity of Cross Lake.

Carey Jackson is much impressed by Wally Bauer's neighbor, but the telephone hasn't helped him out much.

Ask Van Brussel and German how they happened to get lost frog hunting????

The horse shoe pit has become quite popular. Frank Kruizenga and Ray Wolf are among our better players. Dick Johnson and Mr. Arthur Miller throw a "wicked shoe".

Why does Faircloth always wait for passengers before he leaves at night?

\$10.00 Awards

In April three men were awarded \$10.00 for having had five suggestions accepted: Albert Carlson, DPP, Joseph Cozzi, FC, and John Folan, FBP.

In May, Fred Jonah, DMP, Frank LaCivita, FXB, and Anthony Pratasius, FBP, were each awarded \$10.00 for having had five suggestions accepted.

Suggestion Awards

APRIL

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Reduction of Waste in Flower Pots—L. P. DesJardins, ER
Paddles in Dryer to Increase Production at FBK—Erik M. Jansson, FBW

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Individual Marks for Thirty-six Inch Rolls—William D. Andrew, DPP
Rail to Prevent Falling Pipes in FFN Hangers—Frank Baldassari, FFN
Split Wearing Collar for 8' Air Separator Shaft—Howard C. Bearce, FBW
Cam Guards on Print Machines—Louis H. Camelio, FFP
Make Ladder Safer at FBX—Rosario Campagna, FBX
Rolls for Deckles at DP—Albert Carlson, DPP
Toggle Switch for Kettle Gang in Slate Room—Joe Cozzi, FC
Guides for Belt on Incline Conveyor from Storage Tank—Perry N. Crane, FBW
Special Wrench for Slitters—John P. Dixon, FXC
Change Wheels on Stock Trucks in FXR—Frank V. Eisenhower, FXP
Small Containers for Rug Border Varnish at FB—John E. Folan, FBP5
Standard Size Holes on Gilbert & Nash Felt Guides—E. W. Gillmore, EMM
Steam Screen on Turbine—E. W. Gillmore, EMM
Improvement on Water System Above Cooler in FBK—Carl F. Hagblom, FBK
Adjustable Slide for Regulating Feed at Hopper—Erik M. Jansson, FBW
Attachment for Cutting Circles with Cutawl—Edward Knaus, FFT
Run Hot Water Line to Showers at FBR—Peter Maduskine, FBE
Better Method of Loading 8 1/4 Rolls—Eino Manninen, FF
Backing Light on FBW Truck—Helge Ostrom, FBW
Direct Pipe Line from Wax Mixing Tank to Pan on #1 Table—Nick Puopolo, FFR
Guard Over Motor Coupling on Scratcher at FFG—Kenneth B. Schofield, FFM
Move Conveyor Guide at FXG—George J. Silva, FXG
Blocks to Keep Bolts from Turning on New Grinder—J. R. Smith, DPP
Brackets to Hold Car Loading Sticks—John S. Smith, DPV
Extension of Grease Pipes on Paint Storage Tanks—John S. Smith, FFN
Drain for Custom Built Coating Kettle—Edward Stadt, FC
Art Bric Corner Cartons—Edward Stadt, FC
Insulating Board Near Asphalt Tank FBI—F. M. Troiano, FBI
Secure Hold for Neutralizer Wires—Peter A. Walsh, FFG

MAY

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Sleeves for Hydraulic Valves—Robert Hood, EMM
Collect All Ink from FXF and FXG Departments—Giralamo Rignones, FXF

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Use Gum Strip for "Tail" at FFN Hangers—Nicola Benedetti, FFN
Use Two Plates on One Color Job—Edgar Bigelow, FXR
Use Dayco Rolls on Michle Presses—Edgar Bigelow, FXR
Benches For Mill Yard—Oscar L. Bowman, FC
Pad Rivet-Heads on Upper Framework Hi-Lift Truck—Luigi Cicolani, FXB
Step and Hand Rail in #5 Hanger—Leo Clarkin, FFP
Make Off Set on FBPM1 Slate Tractor—Edward Down, FBPM1
Scrapers for Bottom Pull Rolls—Wm. E. Eby, FC
Cut Felt in Middle of Splice—Oiva K. Eklund, FFN
Larger Rolls of 12/4 5-75—Stuart Farris, FFN
Special Knife for Cleaning Steel Blades—John E. Folan, FBPM5
V Belt Drive on Circular Saw—Gunnar Gottberg, EMW
Friction Wheels at DMP3 Reel—Fred C. Jonah, DMPM3
Rubber Strips Around Special 3-1 Die Roll—Thomas Jones, FC
Solenoid Trip Valve at FBB—Antonio LaCivita, FBE
Safety Hook to Pick Up Batteries—Antonio LaCivita, FBE
Safer Insulated Nuts for Batteries—Antonio LaCivita, FBE
Chain Drive on Cam on #1 Blank Press—Frank J. LaCivita, FXB
Signal for Stick Rack on #2 Machine—R. J. Lance, FC
Extension of Squeeze Roll Platform—R. J. Lance, FC
Use Old Hack-Saw Blades for Scrapers—Anthony Pratasius, FBPM5
Extension Rod on Slide Valve on DMB #3—Carl V. Smith, DMB
Compressed Air to Blow Off Dies—Bernard Stravinski, FXF
Chain on Live Skids—Joseph C. Swasey, FBV
Change Guard on Electric Lockup—Walter Sword, FFP
Cover Printing Inks with Oil—Walter Travers, FXG
Mark Plain Rolls of Building Paper—Albert W. Whitmore, FBV



Norman Brookes, Flooring Laboratory, demonstrating the use of the Bird Film Applicator.

Bird Film Applicators

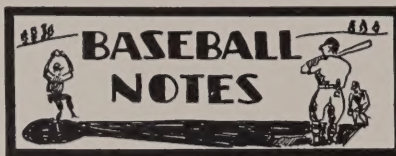
WITHIN the past year John J. Bradley, Jr., Chief Chemist, Flooring Plant, in cooperation with the Technical Committee of the New England Paint & Varnish Production Club has put on the market a new device known as the Bird Film Applicator. This new invention gives a reliable and absolutely accurate method of comparing various surface coating products.

The Bird Film Applicator consists of a rectangular bar of high grade steel, so recessed and beveled that when small amounts of paint or other material are placed on a surface, such as glass, and the applicator is drawn quickly toward the operator over the material, a definite thickness is left. Formerly, when material was applied with a brush or spray or by dipping, the thickness of the film could not be accurately controlled. With the applicator, this surface coating can now be applied in a definite known thickness, and thus it is possible to compare paints, varnishes and other surfacing materials for their qualities of drying, penetration, gloss, hiding power, color or durability. It is obvious that such a comparative test would not be fair unless the materials being compared were all of exactly the same thickness. This is what the Bird Film Applicator guarantees, and it is now being used extensively in many laboratories where such tests are made.

The Bird Film Applicators come in different sizes, some are designed to leave the film 2" wide and others, the film 6" wide. There are four film thicknesses available in each width, varying from .0005 to .006 inches.

In developing this ingenious de-

vice, Mr. Bradley has brought something of real value to the paint and varnish industry, making possible more accurate testing than ever before. We congratulate him, and are proud that this valuable invention came from a Bird & Son chemist.



By Lili Petroni

THE old town Baseball League is in existence again this year with five teams entered. They are—Framingham, Milford, Natick, Canton, and Bird & Son.

We have played one game to date with Framingham, which we lost by the score of 2-0. This was our first game, and the boys did very well, so that we still have hopes for a successful season.

We have also scheduled a number of outside games, one series being with Bristol, R. I. on June 19 and August 7.



By Frank Eisenhauer

WITH First Aid Activities almost over, we find that the season has been most successful. We had only one class, but it was a most interesting one, and sixteen persons out of twenty completed the course.

This class started on February 18, and continued through to May 2, with two hours of class periods each week. On May 9th, with the kind assistance of Fred M. Eisenhauer, we held the examination. There were sixteen men and women who took this examination, and all passed the necessary requirements for an American Red Cross Standard First Aid Certificate. Those completing the course were—

Betty Benson, Accounting; Ethel Burhoe, Roofing Sales; Bruce Farrar, Roofing Plant Office; Louise Geary, Billing; Henry Hosking, Finishing

Mill; Henry Houghton, Flooring Plant; Anthony Lucas, Roofing Plant; Ethel Murray, Credit Union; Nellie Patinsky, Box Sales; Hilda Rafuse, Accounting; Pauline Rafuse, Box Sales; Marguerite Rorke, Box Sales; Anna Smith, Box Sales; Arthur Massey and Robert Sawyer, from outside the organization.

Top honors for the class went to Nellie Patinsky and Henry Hosking.

This means that we now have fourteen more people in our Plants and Offices who know the principles of First Aid, who are able to step in, in an emergency, and do the right thing which will be of the greatest help to the injured person. These people not only know how to apply First Aid to small cuts and bruises to prevent infection, but in all major accidents they know the proper treatment to give before the doctor arrives.

In closing this chapter on First Aid, I wish to thank Mr. B. D. Rogers, Chairman of the Walpole Chapter of American Red Cross and Miss Betheo Chandler, Plant Nurse, for their valuable assistance. I also wish to thank all the members of my class for the wonderful spirit that they displayed, and the grand showing they made.

His mother was taking him to the barber shop for his first real haircut.

"How do you want it cut?" she asked.

"Like Daddy's," said the youngster, "with a hole in the middle."

John J. Bradley, Chemist of the Flooring Plant, who developed the Bird Film Applicator.



Fifteen Thousand Million Dollars

THOSE who have just gone through the painful process of filing and making payments on income taxes will appreciate this clipping we read the other day. The tremendous expense of operating our government can only be lessened when the tax payers awoken to the situation and insist that government, national, state and local, eliminate every unnecessary item of expense.

"Fifteen Thousand Million Dollars is big money. Too big for any man to visualize without the aid of comparisons.

"It is more than the value of all the physical property in the state of Massachusetts or New Jersey or Michigan—land, houses, office buildings, factories, cows, horses, pigs, chickens, motor cars, tractors and what have you!

"If some giant hand were to wipe all of the results of man's handiwork from the state of California you could replace it lock, stock and barrel for fifteen thousand million dollars.

"This huge sum is more than it cost Uncle Sam from 1914 to 1932 inclusive to run the Navy and the Marine Corps, including operations as well as naval construction. And this period takes in the world war.

"Take a tape line of Five Dollar Bills sewed end to end and comprising a total of fifteen thousand million dollars. It would reach from the earth to the moon and a fifth of the way back again.

"If it were possible for a man to

walk around the earth at the equator and to pick up 300 Dollars at each Step over land and sea, his "taking" on the round trip would be about Fifteen Thousand Million Dollars. But if they were dollar bills and he could count them at the rate of 60 per minute, to do so would take him more than 1,000 years, working 10 hours a day.

"Study these comparisons. You really need some idea of the magnitude of Fifteen Thousand Millions of Dollars. For We are Paying that Much and More for Government in the United States per Year."

—The Messenger

HOME HAZARDS

III. ELECTRICITY

SHOCKS usually occur when the body forms a channel for electric current between a conductor and a ground.

NEVER touch an electrical appliance when the hands are wet. Persons stepping from a bath or who are damp from perspiration may get a severe shock by touching a faulty electric fixture. Sometimes breathing is suspended and if the contact remains unbroken, serious burns or even death may result.

Frequently the shock causes persons to fall against nearby objects, sustaining additional injuries.

PERIODICAL INSPECTIONS and prompt repair or replacement of worn cords, broken fixtures, or defective equipment will eliminate the more common hazards.

CARE at all times is needed to avoid touching electrical devices while also touching faucets, pipes, drains, radiators and other metal objects.



PRESENTING its most successful concert to date, the Bird Glee Club completed its second season with a performance at the Norwood Junior High School on Thursday, April 21. The club presented a program of fifteen selections, and Walter M. Smith, trumpet soloist, appeared as guest artist of the evening.

Mr. Henry Jackson Warren directed and Mr. William Achilles was at the piano. The members of the club during the present season were as follows:

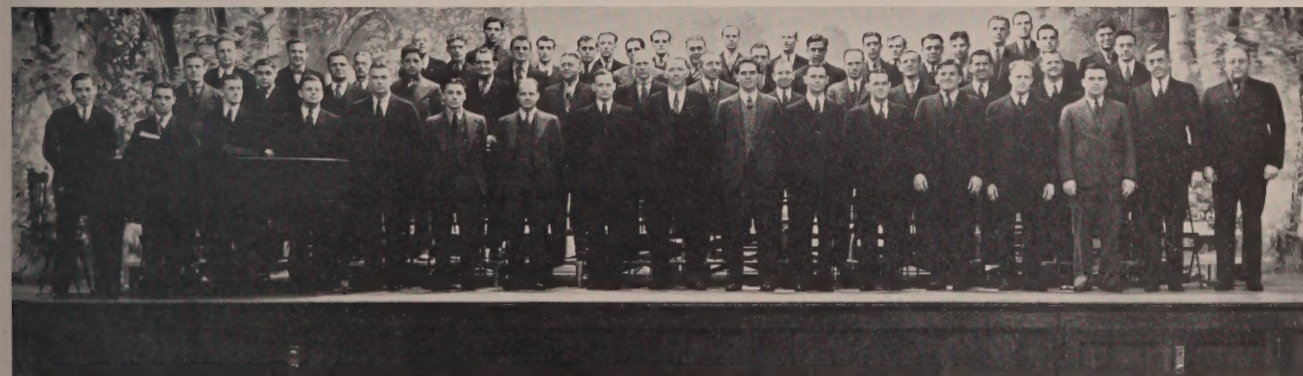
First Tenors: Wesley A. Beaulieu, Leo R. Bernier, John R. Finningham, Richard O. Jenkins, Frank R. Larrabee, Charles S. Mutch, William O'Brien, Ludwig T. Harriman, Charles A. Novick, Frank B. Shimsy, Lawrence W. Bishop, Wylie G. MacIvor.

Second Tenors: Earl C. Davis, Amos T. Dixon, Herbert Badger, Sr., Robert Patterson, M. Edgar Tarr, Frank H. Vietze, George Wallace, Charles W. Griffin, Bartley Coyne, Edward J. Heaver, Victor P. Taggart, Ludger St. Cyr, Ray C. Kirk, John J. Perekslis, Chester H. Porter, Thomas F. Coyne, Paul J. Calderone, John Vaikasas.

First Bases: Victor J. Babel, Stephen Cavanaugh, Albert Eckert, Joseph Erker, Jr., Chester J. Gibadlo, Charles J. Makarevich, Francis A. Nevins, John Pazniokas, Samuel J. Piraino, Herbert A. Schaier, Raymond F. White, Robert A. Rodd, Jr., Oliver N. Sherburne, Edgar M. Grout, Ralph L. Watson, Nicholas N. Radzwill, Frederick W. Feaver, Rolan F. Michaud, Robert E. Mercer, Victor G. Plozenski.

Second Bases: Chester H. Andrews, Walter H. Hartig, Dermond O'Dea, Ernest Paciorowski, Benjamin D. Rogers, Thomas R. Leach, Curtis G. Boyden, George F. Kinsman, Dwight P. Colburn, Kaino F. Pane, Arnold F. Sadler, Donald E. Frazier.

The Bird Glee Club, which gave its final performance of the season on Thursday, April 21, at the Norwood Junior High School. Mr. Henry Jackson Warren, Director, is standing at the extreme right and Mr. William Achilles, accompanist, at the extreme left. Mr. Leo R. Bernier, chairman of the Glee Club committee, is third from the left, second row.



It Happened Here --- Since 1926

(A fascinating account of our achievements in Roofing and Siding manufacture. This was sent out as a bulletin by Mr. E. L. Chamberlain, Sales Manager of the Roofing Division, to all his salesmen.)

QUALITY is so constantly talked of that I sometimes wonder just what impression is made on the minds of the various members of our organization when they hear or read something on the Quality of our products. I have an idea that when we talk Quality a lot of us turn our thoughts back to some recent complaint, probably of a trivial nature, and say to ourselves "This business of Quality is a lot of bunk."

I am writing you on this subject right now because yesterday the first chemist we ever had in the Roofing Plant visited us. Some of you remember him—Donald B. Kimball, but most of you will not for he left Bird & Son in 1926 to take charge of the paper mill of the Eastman Kodak Company in Rochester, N. Y.

First Laboratory

When our roofing mill started, what laboratory work was done, took place in the paper mill laboratory. Along about 1920 it was Don Kimball who started the first laboratory in the Roofing Plant, and he stayed with it for some six years during which time he became very familiar with our products and our operation.

On this recent visit Mr. Kimball was interested in seeing again our Roofing Plant and the products we are making. I took him all around the machines, the granule plant, the asphalt blowing equipment and showed him Shatter resistant coating, Insulated Bric Siding, Weather-Tex Siding and Weather-Tex Thick Butt Shingles, and other improvements in plant and products we have made since 1926.

It is difficult to convey to you the great impression of progress that these things made on Mr. Kimball; I only wish that you might have been present to sense personally his profound enthusiasm for what has taken place with us since he left twelve years ago. He told me that he felt the new products which he had seen and the improvements we had accomplished in our plant and

processes were the finest examples of progress in facilities and products that he had ever imagined could occur.

Mr. Kimball's visit has been one of the most heartening experiences I have had in connection with our business. Here is the opinion of an outsider who is in position to judge the merits of our progress and who quickly sees the great accomplishment we have made.

Real Progress

To us who work so closely with these things every day that our perspective is poor, Mr. Kimball's attitude should give conclusive proof that the old Quality talk is sound and that we have much to be proud of in Bird & Son's development and position in the Roofing Industry.

Every day we hear about what our competitors are doing. They have this and that, and more often than not I am afraid we feel that Bird & Son is just about on its last legs. That just plainly is not true, and you can readily appreciate it if you will take account of the fine list of accomplishments Bird & Son has to its credit in our Industry. Let's go back to the time our old friend Kimball started the laboratory at the roofing plant.

In those days the coating asphalt

This picture is to be viewed only when the temperature is above 90 in the shade. It was taken on April 6 at our Chicago plant. Nice spring weather out there.



we used came in blocks in box cars and was then melted for use in small kettles. In warm weather the refiners had to ship asphalt of high melting point so the blocks would not stick in the cars; in winter lower melting point could be used but you can imagine the difference this made in the roofings we turned out each season. One of the first things Kimball did was to blow an experimental still of crude asphalt. That was the forerunner of our Blowing Plant so today we make all our own asphalt, and have developed new processing equipment. Although we are not pioneers in the matter of blowing asphalt at a roofing plant, we were one of the first to do it and insure a uniform high quality product both winter and summer.

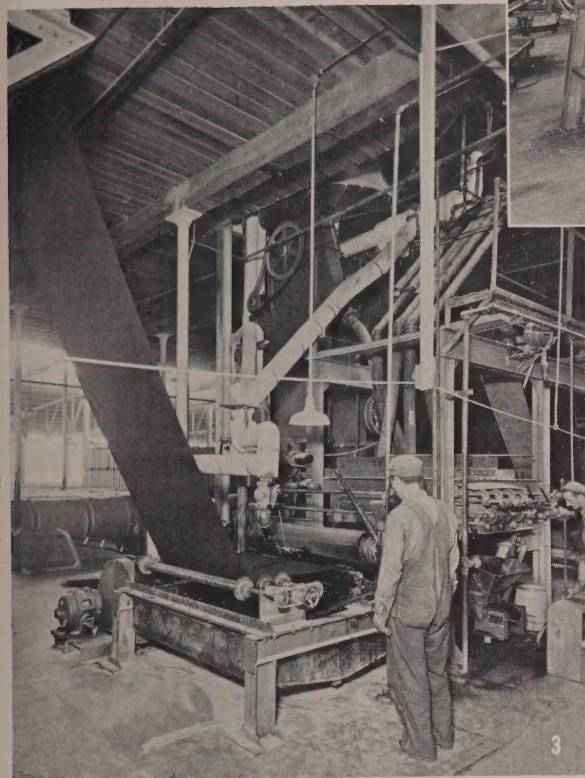
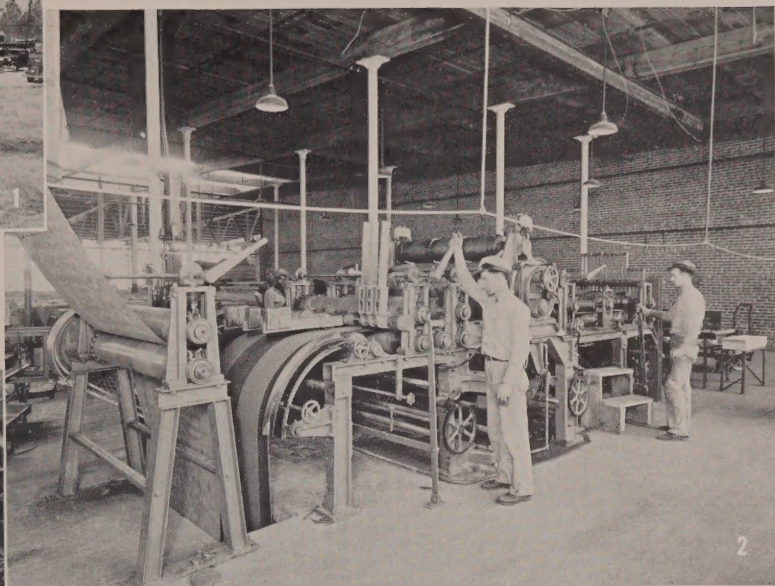
The next important step, and we pioneered this, was our solution of the problem of blistering on Mineral Surfacing, which in 1923 was a serious handicap to the whole Industry. Our own laboratory technicians discovered that oil treatment of the granules was the answer. We were like Benjamin Franklin in this discovery for recognizing the importance of this process to all, we showed our competitors how we were licking this vexing problem that the whole Industry might benefit. Now, all the reliable producers in the Industry use this method of preventing blistering.

Weathering Test

The accelerated weathering tester was the next important contribution Bird & Son made to the Roofing Industry about 1925. Here again our competitors thought at first we had just a grand plaything. But what has been the history of this equipment? Now every reputable manufacturer of roofing and every oil refinery supplying asphalts to the Roofing Industry uses this type of testing equipment.

By means of the test data obtained under definite control of the laboratory for the first time through the accelerated weathering tester, we pioneered shatter resistant coating. Even though others have shouted the praises of shatter resistant coat-

(Continued on Page 20)



These pictures were taken at our Shreveport Plant last Fall after operations had started. No. 1. General view of the office and plant showing the cleverly designed display roof which also serves as a permanent "awning" at the office windows. No. 2. The shingle cutter. No. 3. Coating and Surfacing section. No. 4. The shingle take-off and tying section. No. 5. The construction and machine workers who installed the equipment and now operate it. Back row (left to right) C. E. Houghton, W. Winkler, L. Miller, F. Kruizenga, J. Matcha, R. Fulton, B. Shockley, H. Faircloth, H. Marlar, J. G. Young, C. J. Harvin. Second row (left to right) C. I. Motes, J. L. Sanders, F. Leon, F. Rowzee, R. Schreiner, B. Motes, J. Kruizenga, R. Pierce, J. Leon, G. Alexander. First row (left to right) O. Palmer, O. Shufflin, W. Bauer, P. Martin, O. Couch, L. Hemperley, Joe Leon, E. C. Marlar, C. German.



Mr. Frank Mason of the Ralph Harris Company, Boston, delivering his talk before the Camera Club on May 17. This candid camera shot was taken by Ralph Watson, President of the Camera Club.

Since 1926

(Continued from page 18)

ing in the last ten years, don't forget we started it, and remember this improvement is more than just a selling point; it is a fundamental bettering in the durability of asphalt roofings which also has brought lower costs of production.

Previous to the advent of shatter resistant coatings any building up of a thicker butt was impracticable because such thickness of asphalt and surfacing would have shattered off and been destroyed in handling and in service on the roof. Therefore, with shatter resistant coating established, the machine made Thick Butt was possible.

Starting in 1928, many of you have had a part in the rapid progress which has seen the Thick Butt Shingle become the major product of the Industry in the short span of ten years.

(To be concluded in a later issue)



By Charles E. Rafuse

THE Bird Club Men's Golf Season got underway on Saturday, May 7, with a Kicker's Tournament. Although it was not a very good day, there were thirty-two players entered. Prizes were won by Albert Smith, Credit Union, Charles Sumner, Credit Department, Benjamin Baranowsky, No. 1 Box Shop, E. F. Small, Bird Machine, and John Woloshyn, Flooring Plant.

There are fifty-eight members en-

tered in the regular Golf League, and matches were started on Monday, May 9, and Thursday, May 12. Players have been divided in two classes—A and B—with Class A playing Monday, and Class B playing Thursday.

The Girls' Golf League started on May 4th with sixteen girls entered. They play on Wednesday nights.



By M. E. Tarr

INTEREST continues to increase in Bird Camera Club activities. There are now seventy-seven full fledged members.

W. C. Ahlgren gave a talk on amateur movie photography at the April meeting which was very well received by the members. In addition to explaining the uses of the equipment, he also showed several reels in both black and white and color.

Ralph Watson, the club president, celebrated his return to health after his recent illness, by "shooting" the accompanying picture of Mr. Frank Mason of the Ralph Harris Company, Boston, with his Speed Graphic and synchronized flash.

Mr. Mason gave a lecture and demonstration on Miniature Enlarging at the May meeting. The only complaint heard from the members at this meeting was that the time went too fast.

Regular meetings are to be discontinued during the months of July and August, but a special meeting is to be called some time during the week of July 3rd to view and hear comments on a traveling print exhibit from the Manhattan Camera Club of New York City.



By Edward A. Hiller

A DOUBLES tournament will get underway about June 1st, with apparently most of the interest being shown at the Roofing Plant. At

this writing only two teams have entered from the Flooring Plant, and none from East Walpole, with about ten from the Roofing Plant. We still have hopes that the Flooring Plant and the East Walpole Division will come across soon so that we can have some real hot competition between the different mills.

Anyone still interested should find a partner, and get in touch immediately with E. A. Hiller at the Roofing Plant.

Present activities will be confined to the double tournament, with the possibility of a single tournament in the Fall.

Acknowledgments

We thank you with sincerest appreciation for your flowers and kind expressions of sympathy.

Mrs. Emanuel Johnson and family.

We wish to thank our friends at Bird & Son for their kind expressions of sympathy and for the flowers sent during our recent bereavement.

Leonard Ostrom and family,
Evan Ostrom and family,
Helge Ostrom and family,
Ernest Ostrom and family.

The family of Halburton Dobbins acknowledges with grateful appreciation your kind expressions of sympathy.

We wish to express our sincere thanks to our friends in the Bird organization for their beautiful floral offering and expressions of sympathy during our recent bereavement.

The Chevers family.

We wish to thank our friends in Bird & Son for the beautiful floral offering and your kind expressions of sympathy in our recent bereavement.

Mrs. Adolf Sickinger and family.

The family of the late Mr. Martin King acknowledges with grateful appreciation your kind expressions of sympathy.

Your kind expressions of sympathy are deeply appreciated and gratefully acknowledged.

Louis Kannally and family.

John Buonpane at work on the Shingle Tying Machine at the Roofing Plant.





BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins
Lock-Butt	BIRD Insulated Bric-Siding	Individuals
Tri-tab Hex		Giant Individuals
Art Wall Siding	Bric-craft Siding	Copper-clipt
	Weather-Tex Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal		Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE			
BIRD NEPONSET Rug Border			
Economy Rugs	Economy Floor Coverings	Economy Hall Runner	
BIRD NEPONSET Hall Runner			
BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting	
BIRD CHROMALIN Floor Covering			
Patterned	Plain	Jaspé	Chromasets

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases
BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots	
Tack and Screw Boxes	Plant Bands	Plant Boxes

Special Papers Division

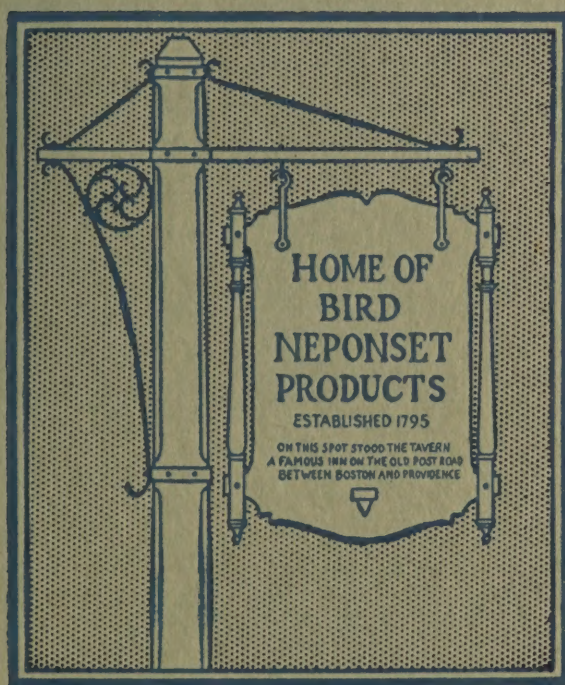
Index Pressboard	Socket Lining Paper	Rocket Paper
Cartridge Paper and Wad	Fusee Paper	Cushion Plugs
Chip and News Boards	Mill Wraps and Heads	
Dry and Waterproof Papers for Special Purposes		
Industrial Filter Paper	Toe Cap Felt	
Innersole Board	Cloth Board	



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXVI NO. 4

AUGUST 1938



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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Vice-Chairman, CHARLES S. BIRD, JR.

President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

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Advisory and Consulting

Vice-Presidents

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PHILIP H. BAILEY

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Manager Eastern Division, W. E. HALE

Manager Central Division, S. C. TRAUDT, JR.

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Manager Southwestern Division, R. D. PETERSON

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Sales Manager Carton Division, A. M. CLAFFEE

Sales Promotion Manager, L. S. WRIGHT

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Assistant to Director of Manufacturing, P. N. HILLS

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Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Superintendent Felt Division, T. G. HENDERSON

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Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

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Chief Research Chemist, J. E. GRAHAM

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Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

Chief Chemist, J. F. COMISKEY

Assistant Superintendent Shreveport Plant, C. J. HARVIN

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROOKLYN, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY,
MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

CHROMALIN

In Rugs or by the Yard

**PATTERNED · PLAIN · MARBLEIZED
JASPÉ · CHROMASETS**

We all know that there are many fine cars in between the price and quality ranges of Fords and Lincolns. We can buy fine radios in between the \$10.00 radios and the \$100.00 ones. But for years there has been no floor covering priced in between the printed felt base type and expensive linoleum.

There is a tremendous market in floor coverings offering better value, richer beauty and the right price. Bird research engineers have been working for years to perfect just such a material, and Bird Chromalin Floor Coverings are the result of this work.

Chromalin is the answer for us workers who want to see the wheels turning regularly — for the dealers who are searching for bigger unit sales and more profits — for the dealers' salesmen so that they can sell hard to please customers — for the consumers who want bigger value, richer beauty and a price that they can afford. That's the reason why for Chromalin.



A typical, beautiful Chromalin installation.

Chromalin is a hard surfaced floor covering, manufactured in a separate department of our Flooring Plant by an ingenious process developed in our own laboratory. The wearing surface is a full depth wearing mastic made of finely ground particles held together by special resinous binders. This wearing surface is united to the waterproofed asphalt back by pressure and friction on huge calendering machines, resulting in a bond so tight that the wearing surface and the base cannot be torn apart. The colors and designs are imprinted into this surface, much the same as felt base flooring, but the texture of the mastic and the formulae of the paints are such that the colors penetrate



A Chromalin kitchen, combining patterned and plain.



A Chromalin floor puts the finishing touches to a basement recreation room.

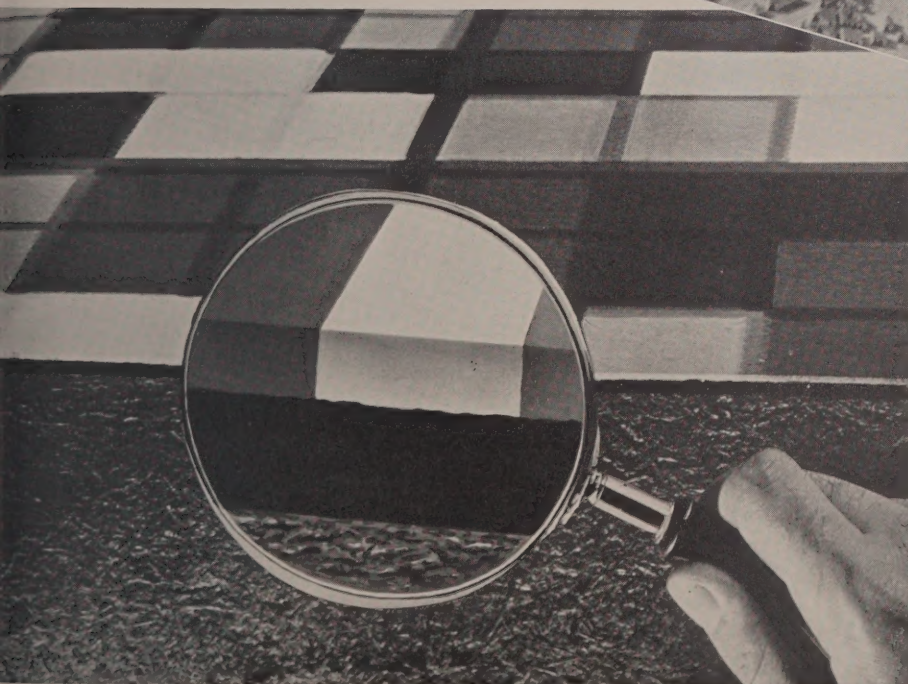
uniformly through the whole depth of the mastic surface.

This is done through a process that took our engineers many years to develop. It is the "trick" that makes this product so unique. It means that Chromalin can be made with much of the economy of a printed material, and yet contain the essential characteristics of long wear and lasting beauty which are associated with inlaid floorings. In fact, Chromalin is not even limited to the usual inlaid designs, but the process of manufacture permits making rugs and intricate floral patterns as well. Every yard of Chromalin has a smooth, hard surface which becomes smoother with each month of wear. No part of the design can become loosened by wear, as it is all in one solid seamless sheet.

No wonder it is a product in demand, both for homes and for shops, offices, club rooms and other locations where hard wear is expected.



Cutting blocks to imprint Chromalin in beautiful, original designs and colors.



A magnified section showing the "color through to the base" quality of Chromalin.

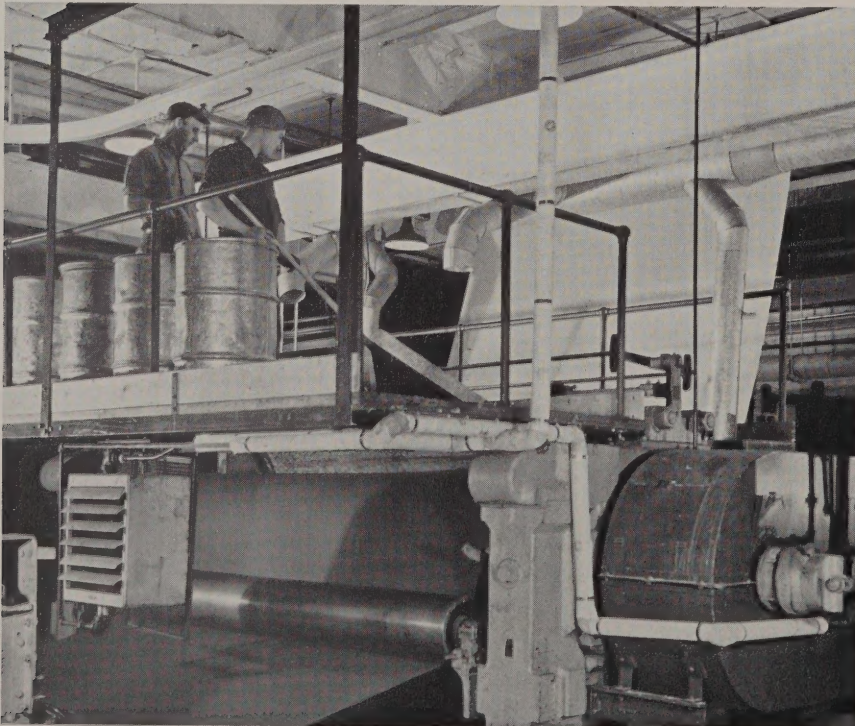
Nobody takes any greater pride in this newest flooring product than those who actually make it. In the new Chromalin Department more than forty men are now engaged in producing the mastic material and sheeting it onto the waterproofed felt base at the huge calendering machines. These men build in the wearing qualities and they *know* that Chromalin is good.

From their department the rolls of Chromalin go to No. 5 Print Machine, our newest flooring machine, bought and designed especially for this new product. Here highly skilled crews of machine operators print the designs of the seventy patterns that now make up our line of Chromalin Rugs and Yard Goods. Years of experience with Neponset Floor Covering have



Chromalin mastic being united with the base to form a solid, seamless sheet.

A mass of Chromalin mastic ready for combining with the base.



shown us how to build the best print blocks and how to print the highest quality. This experience and knowledge is all applied when these skillful operators follow out the similar process of printing Chromalin.

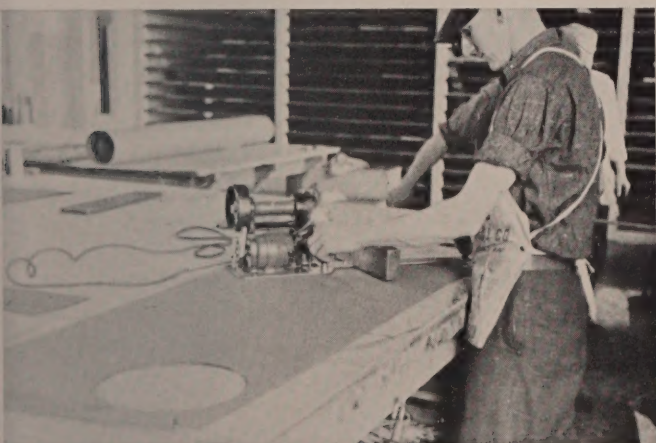
For its final finishing process the printed Chromalin again returns to the Chromalin Department for further treatment and calendering. The final result is a product which means better business for us, more profit for our



The perfect use for a standard Chromaset.

In spite of the youth of this new flooring product, the business it is bringing is very gratifying, even in these dull times. The volume of business is good now, and there seems to be an indication that it will continue to increase as this new product proves its quality in long wear and real beauty. It is a product that is "going places" because in every respect it lives up to the Bird reputation for reliability and satisfaction.

Cutting Chromasets requires skillful workmanship.

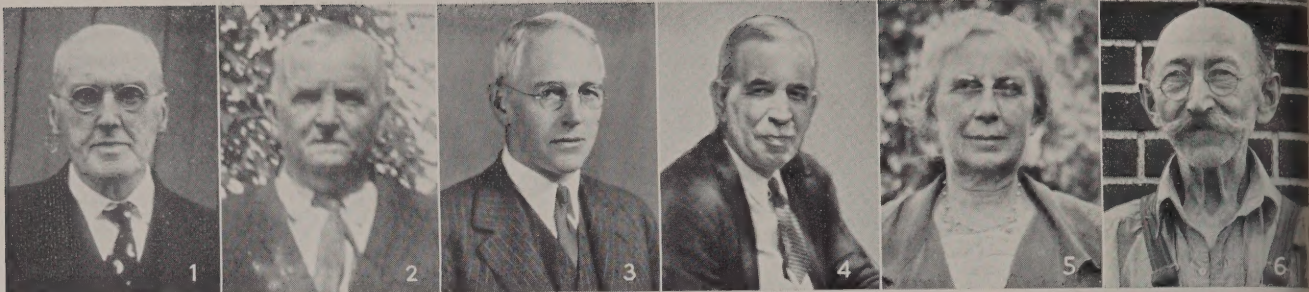


Building a Chromaset display for a Boston department store.



dealers and the last word in satisfaction, quality and real economy for the buyer.

As most of us already know, very effective Chromasets are made from solid colors of Chromalin cut to interesting patterns and inlaid in the Chromalin background of a different color. The Bird trade-mark in our East Walpole, Chicago and New York offices is an example of a specially designed Chromaset. These are made in another new Flooring Department where there are seven skilled workers spending all their time building our standard Chromaset designs and making special designs on order. Almost any design can be worked out to add that finishing touch to the kitchen, the game room or the floor of a smart looking store. It takes skill to build these patterns and the fine quality of work turned out by our Chromaset workers explains the increasing popularity of specially designed, made to order Chromalin floors.



No. 1 Richard McCabe and No. 2 James E. Smith, Paper Machines. These two veterans head our list of Old Timers for August, each with a record of 53 years of service. No. 4. Andrew C. Urquhart, head millwright, is our oldest veteran on the September list, with 42 years of service. No. 3. P. R. Allen, Chairman of the Board and No. 5 Florence Holmes, retired, both celebrate their 40th anniversary in September. No. 6. John Eppich, Roofing Plant, completes 35 years of service on September 5.

Veteran's Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during August and September and of those who complete twenty or more years' service during these months:

AUGUST

		Years
Richard C. McCabe	8-14-1885	Retired 53
James E. Smith	8-17-1885	Paper Mill 53
Mary Friary	8-1-1887	Retired 51
Frank Murphy	8-19-1895	Paper Mill 43
Hattie Willis	8-17-1896	Retired 42
John Sullivan	8-3-1899	Maintenance 39
John Sheehan	8-2-1902	Roofing Plant 36
Martin O'Donnell	8-10-1902	Maintenance 36
Mary McKinnon	8-9-1905	Box Shop 33
L. P. Balduf	8-1-1906	Paper Mill 32
M. J. Hawkins	8-6-1906	Asst. Purchasing & Traffic Mgr. 32

John Blazonis	8-15-1907	Paper Mill 31
Michael Coyne	8-1-1908	Paper Mill 30
Gregalis Stonis	8-7-1908	Paper Mill 30
John Wilkes	8-8-1908	Box Shop 30
J. D. Countway	8-20-1909	Power & Steam 29
O. J. Goodspeed	8-2-1910	Box Shop 28
Samuel Hunter	8-29-1910	Box Shop 28
Fred B. Duncan	8-24-1911	Maintenance 27
Ethel Havey	8-13-1912	Box Shop 26
Michael Costello	8-4-1913	Roofing Plant 25
Leroy Fullerton	8-30-1913	Box Shop 25
Anthony Protasius	8-1-1916	Roofing Plant 22
Michael Folan	8-4-1916	Roofing Plant 22
Fred K. Kinsman	8-17-1916	Box Shop 22
Edmund F. Murphy	8-28-1916	CE Sales 22
G. W. Baker	8-10-1917	Roofing Plant 21
G. L. Smith	8-17-1917	Paper Mill 21
Helga Peterson	8-22-1917	Office 21
James E. Quinn	8-5-1918	Roofing Plant 20
Antonio Antonelli	8-12-1918	Flooring Plant 20
Esidoro Polumbo	8-12-1918	Roofing Plant 20
Arthur B. Sprague	8-16-1918	Box Shop 20
Eugene L. Connolly	8-19-1918	Chief Chemist, Paper and Box Plants 20

Charles E. Tyson	8-1-1923	Flooring Sales 15
Edgar W. Ross	8-6-1923	Box Shop 15
Vincent Fabellini	8-10-1923	Paper Mill 15
Pietro Cisternelli	8-13-1923	Paper Mill 15
John Sigmund	8-13-1923	Paper Mill 15
Wm. R. Duquette	8-15-1923	Box Shop 15
Albert Solbo	8-16-1923	Paper Mill 15
Walter Mazeika	8-20-1923	Flooring Plant 15
Charles Delbely	8-1-1923	Roofing Plant 15
Alex B. Morrison	8-24-1923	Flooring Plant 15
Timothy Dowling	8-25-1923	Roofing Plant 15
Frank Kondry	8-2-1928	Roofing Plant 10
Joe Papka	8-3-1928	Flooring Plant 10
John Stepanowich	8-17-1928	Flooring Plant 10
Thomas J. Finn	8-20-1928	Box Shop 10
Vito Yuskiewicz	8-30-1928	Flooring Plant 10
Frank Jankowski	8-1-1933	Flooring Plant 5
Herbert Palmquist	8-1-1933	Box Shop 5
Horace Webber	8-1-1933	Flooring Plant 5
Patrick Power	8-2-1933	Roofing Plant 5
Donald Frazier	8-2-1933	Roofing Plant 5
Wm. Mattson	8-2-1933	Maintenance 5
Frank Montisano	8-3-1933	Roofing Plant 5
Dan Marrolo	8-3-1933	Flooring Plant 5
Arthur Walker	8-4-1933	Flooring Plant 5
Antonio Villa Boa	8-7-1933	Flooring Plant 5
Ed. Matola	8-7-1933	Flooring Plant 5
Fred Bortolotti	8-15-1933	Paper Mill 5
John McDougall	8-15-1933	Flooring Plant 5
Richard Coolidge	8-22-1933	Flooring Plant 5
Thomas Nichols	8-23-1933	Flooring Plant 5

Berry Asphalt	8-1-1933	5
C. D. Oswalt		
Charles Cyranock	8-4-1910	Plant 28
James Blessing	8-24-1917	Plant 21
Gatano Nanni	8-23-1918	Plant 20
Wilfred Couture	8-6-1923	Plant 15
Anthony Perry	8-9-1923	Plant 15
Antonio Terocchi	8-1-1933	Plant 5
George Babbitt	8-11-1933	Plant 5
M. A. Simpson	8-26-1918	Montreal 20
T. Gilpin	8-1-1923	Portneuf 15
D. W. S. Watson	8-13-1923	Montreal 15
E. A. Deasleis	8-19-1910	Pont Rouge 28
A. J. Evearts	8-28-1916	Pont Rouge 22
T. J. Poliquin	8-1-1918	Pont Rouge 20
F. D. Livingston	8-8-1918	Pont Rouge 20
C. Bradford	8-19-1933	Verona, Ont. 5

SEPTEMBER

A. C. Urquhart	9-10-1896	Maintenance 42
P. R. Allen	9-15-1898	Chairman of the Board 40
Florence Holmes	9-25-1898	Retired 40
John Eppich	9-5-1903	Roofing Plant 35
Patrick Coughlin	9-10-1904	Paper Mill 34
Antonio Padduck	9-4-1905	Paper Mill 33
S. C. Traudt	9-15-1905	Roofing Sales 33
Michael Burke	9-22-1905	Paper Mill 33
Louise McFarland	9-7-1908	Office 30
Mary Driscoll	9-3-1918	Paper Mill 20
Joseph Caspignano	9-4-1918	Paper Mill 20
Herbert Badger	9-16-1918	Paper Mill 20
Ellen Ahlman	9-20-1918	Box Shop 20
J. F. Costello	9-23-1918	Maintenance 20
John Treckioas	9-30-1918	Roofing Plant 20
A. V. Wilson	9-30-1918	Office 20
Felix Glebus	9-30-1918	Flooring Plant 20
Luigi Lamperti	9-1-1923	Box Shop 15
R. A. Wilkins	9-4-1923	Paper, Box and Cartons Division 15

Chas. S. Mutch	9-4-1923	Box Shop 15
Peter Antonatis	9-6-1923	Roofing Plant 15
Vincent Lestan	9-14-1923	Box Shop 15
Anthony Ceglaski	9-17-1923	Paper Mill 15
Louise Percy	9-17-1923	Office 15
John DeCosta	9-24-1923	Paper Mill 15
Anttan Skinner	9-27-1923	Flooring Plant 15
Arthur LeBlanc	9-1-1928	Flooring Sales 10
Wm. F. Bishop	9-5-1928	Roofing Plant 10
Leonardo Ciancerelli	9-6-1928	Box Shop 10
Harry Clark	9-6-1928	Box Shop 10
Horace Morton	9-6-1928	Roofing Sales 10
Charles S. Davenport	9-13-1928	Flooring Plant 10
Richard Sprague	9-13-1928	Flooring Plant 10
Robert McLaughlan	9-17-1928	Maintenance 10
Chas. Desmond	9-5-1933	Box Shop 5
Fred C. Coleman	9-5-1933	Maintenance 5
George Silva	9-5-1933	Box Shop 5
Frank Karshis	9-11-1933	Flooring Plant 5
Anthony Campisano	9-18-1933	Roofing Plant 5
Paul Calderone	9-19-1933	Roofing Plant 5
Ettore Leprotti	9-26-1933	Roofing Plant 5
Chas. Mahoney	9-26-1933	Flooring Plant 5
Loren Murphy	9-26-1933	Roofing Plant 5
Rosa Campagna	9-26-1933	Roofing Plant 5
James Curran	9-27-1933	Roofing Plant 5
Carl Magnuson	9-27-1933	Power & Steam 5
John F. Thornell	9-28-1933	Roofing Plant 5
Luigi Zinni	9-28-1933	Roofing Plant 5
Michael Baranowski	9-28-1933	Roofing Plant 5

Chicago

Benjamin Cozzi	9-13-1923	Chicago Plant 15
Virginia O'Brien	9-30-1923	Office 5

Berry Asphalt Co.

J. M. Hodnett	9-1-1933	5
Roy Waters	9-1-1933	5
J. C. Honeycutt	9-19-1933	5
J. W. Savage	9-23-1933	5

Phillipsdale Plant

Frank Reed	9-30-1912	Plant 26
Rose McKenna	9-16-1918	Office 20
Darrell Richardson	9-27-1923	Plant 15
Charles Anthony	9-18-1928	Plant 10

Canada

A. Laprade	9-20-1918	Montreal 20
N. Laprade	9-20-1918	Montreal 20
T. J. Boilard	9-9-1918	Pont Rouge 20
J. E. Bussieres	9-27-1918	Pont Rouge 20
J. Lesage	9-27-1923	Pont Rouge 15

53 Years Ago

WHEN you ask veterans like James Smith and Richard McCabe to recall things as they were 53 years ago, when these men started with Bird & Son, you soon discover what a lot of remarkable changes have taken place between then and now.

Trolley service and passenger train service have come and gone in that time. Bird & Son has expanded to a nationally known concern, employing more than 2,000. Then we made only a few paper products on two 50" paper machines. There were not over 25 men in the mill, with Mr. C. S. Bird in charge, and four, including Mr. F. W. Bird, in the office.

Mr. Smith recalls that he was hired by Mr. C. S. Bird himself and put to work on the old No. 2 paper machine. At that time both No. 1 and No. 2 machines were in the same location as the present No. 2 machine. Here were made paper for tack boxes, the famous hardware paper, and some wrapping paper. Roofing products were still in the experimental stage and floor covering had hardly been dreamed of. The mill worked two 12-hour shifts and a production of 3 or 4 tons of paper on a machine for 12 hours was a remarkable record. Water power was still used for the most part, but a steam engine had been installed at just about the time Mr. Smith started to work. Coal for the boiler was brought from Walpole by two teams of horses.

Where the Triangle Building and the main gate are now, stood a building with tenements, a grocery store and the post office. In that building Mr. Smith was born. The Bird & Son office, a small one-story building, was located nearer the street than the present office. Working there were Mr. F. W. Bird, Harrison H. Child, William K. Churchill and our present Vice President, Elmer H. Bartlett, who was then an assistant to Mr. Churchill. Across the street where the fountain is today was the old barn where the eight or nine mill horses were housed. There was, of course, no railroad embankment but the hill went up at a much sharper angle; East Street and Union Street were in about the same location, but on top of the hill. When the railroad was put through, these streets and part of Washington Street were lowered several feet and the earth used to make the railroad embankment.

Oil Lamps

Oil lamps supplied light for the night shift in the mill. These big tin lamps were hung along the walls of the room at points on the machines where the paper was most likely to break. When water was accidentally splashed, the hot lamp chimneys themselves often broke and had to be replaced. The duties of the men included daily cleaning and polishing of the lamp chimneys in order that there would be proper lighting for the work of the next night. With such equipment, it is easy to imagine the difficult conditions under which paper was made in 1885.

Two old cronies at our Flooring Plant, Al Jenkins and Jesse Ghen. If we didn't know this picture was taken at the Flooring Plant where there are no women, we'd think they both had their eyes on a pretty girl.



Mr. McCabe, who came to work three days earlier than Mr. Smith, 53 years ago, is now retired and lives at 37 Bird Street, East Walpole. Just around the corner, on East Street, is Mr. Smith's home—standing almost across from the lot where formerly was located the schoolhouse he attended as a boy. Mr. Smith is still an active worker, on the job every night in full charge of one shift in the paper mill.

Looking back at the past 53 years, the changes have been almost unbelievable. Looking ahead we can well wonder what new and unpredictable events may be "around the corner" in the 50 years to come.



By Ralph Watson

THE Camera Club voted in May to discontinue meeting during the months of July and August, and it might have been wise to include June also. It was so hot the evening of June 21 that only 18 showed up at the meeting! A contest, subject "Children", was scheduled for the June meeting and all prints submitted showed that good work is being done. Charlie Griffin took first prize and Bill Broadley second. Prizes were given the winners—photographic paper with which to produce more prize winners in future contests.

After the pictures were judged Ralph Watson showed some Kodachrome color film slides of flowers and other subjects.

The Manhattan Camera Club's traveling show of 44 prints was exhibited July 7th and was seen by about fifty members and guests. "Country Church", by Harvey Falk, won first place in the popular vote by a wide margin, with Sarason's "Line-up" and Stanley Katcher's "Midnight in Port" taking second and third places. Mr. Joseph Guild, Dedham pictorialist, visited the exhibition and commented on some of the prints.

It is the aim of the Bird Camera Club to produce a similar exhibit by its own members in the course of time, which should be quite soon,



Michael Baranowski, Roofing Plant, caught by the candid camera as he heaved a horse shoe for a ringer.

if the quality of work now being done by our members shows as rapid improvement as it has since our organization seven months ago.



By Edward Hiller

THE Horse Shoes season is about in the middle of its run, and although vacations are affecting us a lot we hope to have the doubles tournament completed before long. There are eleven teams at the Roofing Plant, two at East Walpole and two at the Flooring Plant.

A memorandum has just been sent around to see how many are interested in a singles tournament. One will be started immediately if there is enough interest shown.

Karl Osterlund

Just as we go to press, word comes of the death of Mr. Karl Osterlund, who had been a painter and member of our Maintenance Department since July 1911. He had been in poor health for some time, and had been living at the home of his daughter, Mrs. Arvid Hultman of Norwood. He died at the Norwood Hospital on Friday, July 29.

Funeral services were held at the home on Sunday, July 31, and burial was in the Highland Cemetery, Norwood. He leaves two daughters, Mrs. Hultman and Mrs. Gordon Clark, also of Norwood. To them we extend our sympathy.

BIRD'S NEPONSET REVIEW

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Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.
Shreveport, La.

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Printing Foreman, F. R. Meyer

*With ordinary talent and extraordinary
determination all things are obtainable.*

Who Determines Prices?

WHEN our products are put on the market who determines the price at which they are to be sold?

The common belief is that we, who manufacture the product, determine the price at which it is to be sold. This is only partially true. We determine the price at which we believe it is proper to sell the merchandise but in the end the customer determines, by his acceptance, the price at which any article is sold.

If we base our manufacturing costs upon efficient manufacturing methods, if we are distributing our goods through economical channels and if we have figured a reasonable margin of profit, our customer feels that he is getting his money's worth and will accept the price which we set as reasonable, with resulting sales to us.

On the other hand, if we are forced to use manufacturing costs which are too high because of inefficient operations, wage scales out of line with competitors, obsolete machinery; if we spend too large a sum in distributing our goods to the customer; if we attempt to get too high a profit; then the resulting price which we set upon our goods and services does not represent a fair value to the customer and the result is usually that the customer will refuse to buy the article and will either do without it or will buy some other article

which he believes represents a better value for his money.

It may be that the manufactured article is necessary to the customer and that there is no substitute. In this case, if the price is set too high, due to one of the previously mentioned causes, competitors in similar lines of manufacture will immediately recognize an opening, get into the business and, by producing and distributing the article efficiently and pricing it correctly, cut in badly upon the business. In this way our competitive system is constantly changing and is constantly being thrown in balance and out of balance, but always in the interest of all of us in giving the customer the most for his money.

It is an entirely wrong conception that this company or any other company can usually cover their expenses merely by "jacking up" the price. The willingness and the ability of the customer to pay the asked price will always determine, in the final analysis, the price which can be established and maintained.

Out of one hundred organizations of importance fifty years ago, very few are alive today. Upon the judgment and the ability of Management to adjust the constantly changing factors of manufacturing cost, distribution cost and apportionment of wages and profits depends the continued life of any business.

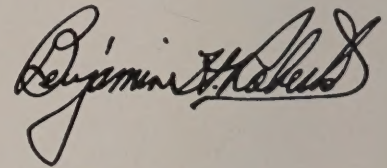
Best Efforts of the Organization Needed Today

All factors in producing goods and services, such as wages, material costs, taxes, selling costs and overhead expense are actually subject to the ultimate approval of the customer. It is for this reason that Management is fully alive to the fact that one of the greatest assets any business can have today is loyal, intelligent, able personnel—an organization with brains in it.

An organization with brains and experience, which has ideas that will reduce our manufacturing and selling cost, and at the same time improve our manufactured products and our service, so that we can operate more efficiently and with less expense, will help to reduce those items of cost in the manufactured article which must be approved by the customer, and will thus make it easier for us to sell our products at a reasonable price, allow

the business a reasonable profit, and insure the prosperity of our organization.

Never has our competition been more aggressive or ruthless than it is today. We are in a hard fight. Every bit of energy on the part of every one of us is necessary to continue our success.



Edward J. Heaver

EDWARD J. HEAVER, No. 1 Box Shop, died suddenly on Thursday, June 30, at his home. He had been a member of the Bird organization for the past ten years and his many friends were deeply grieved to learn of his sudden passing.

Mr. Heaver came with Bird & Son in 1928 as a worker at the No. 1 Box Shop, and for the past eight years had worked in the office of that plant. He was very well liked and had a large circle of friends throughout the organization. He was active on a number of Bird Club committees and was a member of the Bird Glee Club. He was also active in community and church affairs, serving at one time as president of the Unity Club of East Walpole. He was an officer in the Azure Lodge of Masons.

He is survived by his wife, Janey, and daughter, Lillian, and a brother, Ernest, of Norwood. To them we extend our deepest sympathy.

Thomas C. Dalton

THOMAS C. DALTON, solid fibre finishing department, No. 1 Box Shop, died suddenly on Sunday, July 17. He had been working steadily and was in apparently good health when he left his department for the week-end.

He had been employed at our No. 1 Box Shop since 1925 as a helper on one of the machines which finishes the solid fibre shipping containers. He was a fine worker and very well liked by his associates.

Funeral services were held from the residence at 41 Clapp Street, Walpole, on Wednesday morning and a High Mass of Requiem was sung at the Church of the Blessed Sacrament at 9:00 o'clock.

He is survived by his widow, Mrs. Mary M. Dalton, and two children, Anne and Thomas. He also leaves a mother, Mrs. Mary Dalton, and two brothers, George of Walpole and John of Roxbury, and a sister, Mrs. John Feeney of Norwood. To the family we extend our sincere sympathy in their bereavement.



Your Eyes and the Sun

THE eyes are subject to sunburn.

This condition is as common as sunburn of the skin.

The iris of the eye is affected by the rays of the sun.

Headaches result from such exposure.

The eyes become red and feel tired.

Undue eye fatigue may also cause intestinal upset.

During the summer, when the sun is particularly bright, a person is apt to squint.

This causes fatigue of the eye and of the facial muscles.

Such conditions may be avoided by wearing black or smoked glasses.

Most cheap glasses are nothing more than molten glass.

Cheap glasses contain imperfections and will cause eye fatigue when worn.

It is just as important to wear correctly ground smoked glasses as it is to wear correctly ground glasses to improve vision.

Even though a person has no eye abnormality, necessitating the wearing of corrective glasses, he should be certain that his dark glasses do not contain imperfections.

Dark glasses, correctly ground, may cost a trifle more, but they will not injure the eyes.

For those who wear glasses every day, there are attachable smoked lenses which have been precisely ground, and which can be placed over the regular glasses.

—The Union Press-Courier.



Our Roofing Chemist, Frank Reynolds, recently went to Hamilton office of Building Products, Ltd. in Canada, and brought back with him this picture of the office staff. Front row: H. Curtis, M. Newman, H. Evans and G. Pegg. Back Row: R. Ross, S. Twist and D. McLennan.

New Quarters for Neponset Credit Union

BY the time this issue comes off the press, our Neponset Credit Union will be doing business in the more spacious and completely renovated quarters in the Bird Hall Block, formerly occupied by the East Walpole Post Office.

As this is being written, extensive alterations are being made by Brock Bros. of Medfield. A new window has been installed on the Chestnut Street side, and three windows on the Washington Street side. The counter will run the width of the room starting near the door, affording both adequate desk space and counter space.

A private office for A. W. Smith, Treasurer, will be constructed on the Chestnut Street side, making possible private consultations about Credit Union matters, and for the first time providing adequate space where Bird & Son workers and their families may consult in private on Massachusetts Savings Bank Life Insurance matters.

Behind the partition of the main office room will be rest rooms and a Directors' Room for Board meetings.

The ceiling is being constructed of plywood and the walls of plywood painted in cream color to afford the maximum light. Indirect lighting of

the latest approved type is to be installed, and new floors will be laid with durable Bird flooring materials.

In every respect the room is being designed to handle the increased business of this department and give better service to workers on all financial and life insurance matters.

One Lost Time Accident

HERE is good news—we have only one lost time accident to report.

This unfortunate accident happened to Michael Silvestri on June 14 at the Roofing Machine; a sheet of Felt broke as it was coming out of the Asphalt Tank, splashing hot asphalt on him and burning his face, his left eye, and left ear. Other than this, all of our plants have operated without lost time accidents since April 30, and six divisions have completed the first six months of 1938 without any lost timers at all. These are Phillipsdale, which is still extending its remarkable record, Engineering, Chicago, No. 2 Box Shop, Paper Mills and the Flooring Plant.

It looks like a good year for Safety. Up to July we had one accident less than for the same period a year ago, and if we can complete July and August safely, we shall be way ahead of last year, as there were five accidents those two months last year.

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
L. T. Harriman

Ruth Milliken
Pauline Ransow
John Murphy
Dorothy McElenny

The Billing Department had a grand time on a weenie roast which they recently held in the woods of Wrentham. Louise Geary very easily did away with nine hot dogs and seven hamburgers. A wayward little beetle was unintentionally consumed by Kay White.

Eleanor Badger, Credit Department, spent one week of her vacation at the Christian Endeavor Conference on the campus of Northfield Seminary for girls. She acted in the capacity of Head Councilor for the Girls' Tent Row.

Mary Blazonis can't understand why she can't learn to swim, even though she doesn't go in the water.

Agnes Hefferan had a pleasant auto trip to Quebec and Montreal.

Good luck

Wylie MacIvor came back from his vacation to find two of his side-kicks gone. To Bob Mercer and Dave Hill we wish the best of luck in their new duties on the road.

And incidentally, yes, it is true that Wylie has moved again—back to his old haunts in Walpole. It seems he slept too well over in Sharon!

Hilda Rafuse and Elsie Gottberg were rendered a birthday party by members of their department. They received many unique and useless gifts.

What's in a Name?

We welcome to our midst Bill Sparks, new correspondent in the Flooring Sales. Girls, here's your chance to find out the answer to the question, "What's in a name?" Yes, he's single.

The following correspondence recently passed Bob Mercer's desk:

Dealer—Please ship me another car of Chromalin same patterns as last.

Bob—Cannot ship anything until last car is paid for.

Dealer—Cancel the order. Can't wait that long.

We extend a cordial welcome to Harold Bonneyman, new sales correspondent in the Box Division, and to James Conrad in the Roofing Sales.

As we go to press, Anna Roundy is heading for the Cape for a week's vacation.

Helen Curran is spending her time at Swift's Beach. Sorry it's been so rainy, Helen. Mary Foley has returned and seems more chipper than ever. Lillian Beaulieu has also returned, after riding the horses at a Dude ranch near Peekskill, N. Y.

Too Candid?

It seems that Eleanor Carlson was the victim of a candid camera fan while on her vacation at Common Fence Point Beach. The result, a photographic masterpiece, is very closely guarded much to our great dismay.

Don Eaton says there isn't any such thing as being your own boss in this world, unless you're a tramp—and then there's the constable!

Congratulations!

Bertha Broadley, with little help from her partner, won second prize in the recent Bird golf club mixed scotch foursome tournament. Bertha, we know, sure plays a good game off



Knowing that you will like to see those who write the interesting notes, we shall print pictures of our correspondents from the various sections, starting this month with the group from the office. Left to right, L. T. Harriman, Sabina Costello, Alice Clem, John Murphy, Eleanor Badger, Dorothy McElenny and Ruth Milliken. Pauline Ransow, who is not in this picture, is also an office correspondent.

the tee, and now she is seriously thinking about mastering the art of putting, because her partner almost passed out due to several four putt greens.

Did she now!

Pauline Ransow of the Purchasing Department went sailing off "Harriman's Beach" on Lake Massapoag recently. Don't ask her what happened. It's too, too embarrassing.

It was almost necessary to call the local fire department to extricate Blanche Walukevich from beneath her desk where she went to retrieve an errant pencil.

Visions of his coming vacation at Hyannis have already put a far away gleam in the eyes of Jack Murphy. There must be something pretty special there.

Last year Charlie Sumner complained because he had to water his lawn every night. Now he's complaining because it rains so much he has to put the lawn mower into action too often.

Ted Washburn tells us that he recently received an order from one customer for one half barrel of "unrefined tar". Could we say that this was the man who put the "rude" in "crude"?

Dot O'Kane came back from her vacation with a license—a driving license. She swears she only paid four dollars for it, but we don't know about that.

What's the matter with Godfrey? He walks now instead of doing a spring dance for us. Have you run out of steps, Maurice?

We hear that the son of Mr. and Mrs. Houghton is growing fast. The last report was that "Pee Wee" has challenged Irene Lamore to a game of tennis. You can't win, Irene.

Paper Mills

Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse

John Wytoness

Sophie Novick
Mary Driscoll
Peter Glebus
Joseph Jarlis
Donald Ross

Fiorino Felici is enjoying his vacation in New York City.

Latest fish story

Everett Brennan reported he sighted a big monster floating down the Neponset River, but investigation showed it was only Big Bill Reardon!

Bob Hood spent his vacation at Barnstable on the Cape.

John Doyle has an addition to his family, a daughter born July 15.

Pete Santoro did his tour of duty with the National Guard at Bourne in July.

Ray Kirk is backing up his threat to build a house, with action. At this writing he has his home partly framed. More power to you, "Weigh"!

Ernest Oakes has picked a good future for his son. He insists that sonny will be a jockey.

Charles Rafuse spent his vacation at White Island Shores and Ernest Stather at Wynona Lake, Indiana.

Any volunteers?

George Wallace is looking for a private detective to watch his Pontiac while he is taking his annual shower bath.

Here's a new one!

Peter Folan and Mike Korbut were seen dipping tomatoes in the salt water at Nantasket Beach.

First prize for vacation trips this month

goes to Maurice Kimball who traveled to California and back by bus in two weeks. This gave five days in California, during which he visited John and Victor Alm at Pomona and saw Hollywood, Catalina and Los Angeles. He went out the northern route through Omaha and Salt Lake City, and came back the southern route through Albuquerque.

Phillipsdale, R. I., Mill

Rexford H. Salisbury John H. Nolan
David S. Lowry Leslie E. Howard

Joseph White announces the birth of a daughter, Joyce Marie, on June 19.

Vacations are now in full swing. Perhaps Les Howard found time to fish on his.

Henry Phelps spent his vacation between New Hampshire and the Cape.

John Nolan and Joe McBride put in a lot of time watching the golf matches.

Herbert Black went to Vermont.

William Livingston took short trips.

Clements Justynski went to New York.

Harold Hyde expected to drive south.

Ed Kelley, we hear, spent most of his time at Narragansett Pier.

Tommy Horridge went to Maine.

We were sorry to hear that Dave Lowry's vacation was interrupted on account of sickness but hope everything is all right now.

The members of the bowling team at Phillipsdale used their banquet money to take in the Bees' double header with the Reds.

We hear that Leonard Carlson doesn't know much about the doors of the men's room in his department and was forced to come out through the window. What happened, Leonard?

Box Factories
No. 1 Box Shop

John P. Walsb John Phelan
Earl Boyden Helen Sironka
Pauline Babel

John Barrett just grins from ear to ear but won't utter a word when asked about the dark haired girl he's been seen with the past few weeks.

A little late, but—

We welcome back our "three Johns"—Costello, Hayes and Dempsey, and are glad to have them with us again after such a long time.

Fred Bortolotti, who drives one of the mill tractors at the Stock Transfer Department with speed, efficiency and safety.



Vacations in the shipping department—Mike Verderber took a motor trip to Prince Edward Island and returned through the state of Maine. 1800 miles.

Wilmer Wiggan spent a week on the farm in New Hampshire helping his father with the haying.

Ernest Koebe has purchased a home in Walpole and spent his vacation getting moved and settled.

John Phelan is giving the mermaids at Hampton Beach a break.

Kenneth Towle, Emilio Nicrasto and William Head spent their vacations working around home.

Charles McDonald motored to Prince Edward Island.

Jack Cononi would really like to know what to do to be in the spot light. How about some one coming to his rescue?

Thanks for the candy.

Since Emilie Carr paid her bet (5 lbs. of Fannie Farmer Chocolates) to "Dom" Lipinsky, all the rest of the girls want to bet with her, but Emilie won't give them a chance. We take this opportunity to thank "Dom" for passing the candy around.

Anyone thinking of buying a car? See Jack O'Donnell before you decide.

We hope to hear wedding bells ringing real soon for Ed Morrissey, or will Bill Reardon beat him to it?

We are still waiting for another invitation to Camp Norge, but Charlie won't take the hint, some how or other.

Whoever thought that Tony Lewicki could pull the wool over our eyes? And we all thought he was one of those confirmed bachelors.

No. 2 Box Shop

Olga Eysie Alma Walsb
Josephine Rose Rose Ruggiero
Alice Brady Vaughn Allen

The "Woo-Hoo" boys are at Hampton Beach again with their garbardine shorts, and do they look cute!

Wanted:

One two-wheeled cart. Must have hydraulic brakes, streamlined to the latest design. Must have large body capacity to handle overgrowth of tomatoes. See John McMahon.

Mrs. Collins spent a very enjoyable vacation at Guysboro, Nova Scotia. No fun riding to church in a buggy, then having it break down, is there, Kate!

Rose Tronti rubbed elbows with society at Newport, R. I. for a week. We expect to read about you soon in the society columns, Rose.

Pat Solbo has gone and got himself a wife. Congratulations and best of luck.

And by the way, who is the pretty miss from this plant who was out with a fellow that hails from Dartmouth?

Olga Eysie and Helen Ceglarski enjoyed their week's vacation at Fieldston.

Leslie Hall spent his vacation at Boothbay, Maine.

Howard Young had an enjoyable time at Casco Bay, Maine.

Delia O'Donnell chose New York City to spend her two weeks.

Nora Reardon was fortunate enough to see the Roosevelt-Clark wedding at Nahant. When's your big day coming, Nora?

Helen O'Malley spent part of her vacation on an auto trip through New Hampshire and back by the way of New York. The rest of the time she was at Brant Rock.

John Ginley spent his vacation in New York.



Benjamin F. Badger, son of H. L. Badger, Stock Handling Department, and his dog, Queenie.

He witnessed the Louis-Schmeling fight. Did you make any money, John?

Tom Finn spent his vacation fishing and swimming at Barre, Mass. Looked as though he hated to come back to the old grind again. Did you, Tom?

Roofing Mill and Office

George Lane Harold Mattson
Stanley Phillips William Percy
John White Bruce Farrar
Maxmillan Rabinovitch

For helpful hints on how to spend a rainy vacation, ask Ed Hiller or Jim Mack. Better luck on your second week.

Joe Purpura had an expensive fishing trip on his vacation in New York. He should have bought a license first. How come the extra fine of \$2.50 for contempt of court, Joe? We thought you knew better than that.

What a man!

Don Frazier was seen at Yarmouth one Sunday with three damsels!

Warren Kumbad spent one week of his vacation at Twin Mountains, N. H.

Here are a few of the Shipping Department vacations:

Whitey Lane at Lake Winnepesaukee.

Emil Anderson at Wilmington, Del. at the time of the Swedish celebration.

John Wiik, touring New England.

Charlie Delphy and Arthur McKenna at home.

John Korsun, touring the Cape.

Pat Barrett at Hampton Beach.

Eino DiBerto at Bourne with the National Guard.

Charlie Casey at Worcester.

Bert Bamford at Nova Scotia.

Don't miss this.

There is a great tennis battle coming in the near future. Dick Stoddard has challenged Stanley Phillips and can be seen almost every night at his Lewis Avenue court training briskly for the encounter.

Louis Carrieri is spending his annual vacation at Providence.

Max Rabinovitch and Ted Pieczonka, joint owners of the Honeymoon Spa in South Norwood, state that business is becoming a finan-



Edward Sears, Roofing Shipping Department, piloting one of the high lift trucks back to the storage shed for another skid load. These powerful trucks are used to transport our roofing products from the storage sheds to the freight cars.

cial success. In fact, it has gotten so good that they recently made a down payment on the rent.

John Graney spent his vacation fishing at Grindstone, Maine.

Ed Wenstrom vacationed at Sebago Lake, and Hugh Gardiner at Old Orchard.

Henry Grover stayed at home on the farm.

James Curran motored through the southern states to see America first.

William McLauchlan and Mrs. McLauchlan are touring Scotland and Ireland.

Al Matthews is being kept pretty busy these days on his new job.

We nominate Pierino Palazzi's car as being the most highly polished in Bird & Son. But then you can't get a car dirty if you never take it out.

Our jurists, Herbert Jepson and Joseph Engley are back at their desks again, judicially wiser.

Motoring here and there on vacation were James and Joseph Quinn, Harry Bellew, Raphael Capone, Tony LaCivita, Dick Storkfelt and Ernest Wood.

Box voyage

That long look in Roy Walton's eyes has disappeared. He was married the first day of his vacation and spent the rest of the week travelling to and from Washington, D. C.

Frank Reynolds was a recent visitor to our Hamilton plant, and brought back with him the picture which appears in this issue.

What a relief!

Word comes to us that Hanley and partner were successful in the celebrated Scotch four-some. Having detoured around the water hole, Jim found the rest easy.

And by the way, St. Patrick may have rid good old Erin of snakes, but don't forget Hanley has easily taken care of the same situation at the Country Club.

Joe Swasey is out for the title of "most heavily tanned", but so far is still away back.

What is that surprise Henry Christiansen has planned in the very near future?

Since Carl Altonen moved into the felt division he has earned the title of the Express Train Kid.

Michael Kelly motored through Canada.

Nelson Bartlett spent his vacation at Moose-

head Lake, Maine, and Edwin Johnson at Hummarock, Mass.

Knows his onions

We can't see why Mickey McSwain doesn't get all mixed up in his softball and baseball. The rules are different in many respects and it must take plenty of concentration to keep straight whichever game he happens to be playing.

No one has seen John Foley since he went on his vacation. It is rumored that he was a stowaway with Corrigan.

Flooring Mill and Office

Angelo Macchi
Thomas Paquette
Laurence Gammell

Leon Zinkowsky
Albin Vierge
Thomas Burns

Victor Plosinski toured New York City, Philadelphia, Washington and Niagara Falls on his vacation visiting many points of interest on the way. The Niagara Falls visit makes us wonder if Vic is under the spell of matrimonial fever.

James Porter went to Connecticut and had a fine time, although Jimmy is going to write his auto manufacturer and suggest that they make larger crankcases for more oil, as he burned more of it than gas.

"Back Lash" Wilson has improved his casting fifty percent, but boy, he's certainly catching less fish.

Ralph Barss is putting on some first class clam parties on his farm in Canton. He furnishes the clams and his guests furnish anything else they want. If anyone is interested, see Bill Wosner or Ralph Barss.

Stan Cody has returned from his recent trip to England and reports a fine time.

Joseph DiMarzo spent his vacation in Franklin, and it looks to us as if Joe may spend many more there!

Like a Lobster!

Mel Chevers recently went to Dennis on a vacation. On his return he brought back with him that beautiful RED school girl complexion.

Cyril McCue went "back hum" to Maine. He arrived just in time to stand his shift at stoking fires.

Elliot Webber enjoyed himself at the Marine Training Camp in Quantico, Va.

Warren Johnson soaked his rubber hide in the waters off Newport during his two weeks, taking on the hue of Ali Baba, the son of the sheik.

That fellow at Wollaston Beach with the white linen suit was "Rabbits" Muelhberger.

Victor Grant is driving a new Buick.

Edward Dornig was married July 2nd to Miss Ruth Beck of Jamaica Plain, in spite of all the advice the boys gave him. "Nobsy" and his wife toured Canada for two weeks. We wish him luck, even if we didn't get an invitation to the wedding.

Larry Hewins is warming up for the coming Ping Pong season and boasts that although he hasn't won any laurels, he is tops up at Hewinsville.

Jack Bradley is the leading home run hitter in the softball league, and that's some hitting, considering how slowly Jack gets around the bases.

Charlie Letts and Lawrence White spent their time entertaining the bathing beauties and others at their Plum Island lair. Charlie doesn't dare show the snapshots taken. We understand that a certain "Jan" not Jane, has Charlie a bit bewildered.

Elmer Honeth spent his time at the festivities in honor of the Royal Swedish visitors and the balance of the time reading about them.

The annual Print Machines pilgrimage to Nova Scotia is over. Les Fillmore says that with a car like his he couldn't help being the first one down there.

Tanned—and how!

Marion Kissel spent his vacation in Eastport, Maine. We can see the coat of tan for ourselves, but we'll have to take his word for everything else.

Red Coyne has spent his second successive year at Lake Bomoseen and as usual he is telling the fellows all about it.

Vic Babel is ready to umpire the softball game between the print machines and the accounting.

Carl Hamilton took his annual visit to Eastport, Maine. It was so cold the sun did not dare to shine, so that Carl could not get his usual tan.

Bob Wilson should have an extra bath of fish stories since he divided his vacation time in fishing and rooting for the Boston Red Sox.

Tony Panessa and Hubert White went to Chicago visiting.

John Smith at Pembroke, Maine, spent his time at farming and generally getting a taste of farm life.

Tad Maguire was recently interviewed about his forth-coming marriage, but as usual he would not give us the date.

Evan Ostrom spent his time in the White Mountains.

Ray Boyden spent his time at Harwichport speed-boating.

Wilho Waukhonen went to Hampton and points north. This proves his lack of selfishness, because he gave all the girls a break, more beaches than one.

Congratulations and best wishes to Orville Spinks who was married to Miss Katherine Roach of Norwood on July 3.

Shreveport Mill and Office

Harvey Beauchamp

Charles Houghson

Vacations are in the air—Inez Bieren spent her vacation in Coushatta, La., "her old home town".

Belles at the Box Shop: Front row: Emilie Carr, Lucy Troiano, Helen Sironka. Back row: Sadie Rafuse, Domenica Lipinsky and Amelia Galgauskas.



Rachel Massey visited in Ft. Worth, Tex., Longview and Marshall, Tex. She had to come back to work to rest up from her vacation.

That must have been some interesting man Lucille McMurtry was talking with on a recent fishing trip when she did not realize she had hooked a 22 inch 4 lb. fish. Rather quaint, she tells us more about the "man that got away" than the Fish she landed.

We welcome John Schroeder to our midst. He'll be a true Southerner in no time.

Frank Kruenza and John Scheen enjoyed a fine vacation in Chicago recently. Haven't all the details yet. Don't believe Frank tried any more fishing.

At time of writing, Wally Bauer is in the same City on vacation. "Barney Oldfield" Smith lived up to his name the other night. Tore down one of Shreveport's finer bridges near Cross Lake. Luckily no one was injured, but the car was much the worse for wear. He got a ride home that night.

Several softball games have been played between the office and the plant recently. The count, as far as your reporter can figure, stands—office won two, plant won one. Much interest has been shown. Have a hard time drafting an umpire, but they've all lived. "Slugger" Rowzee has made quite a name for himself as a ball player.

J. Van Brussell was always talking about Chicago until Willie Smith got him a date the other night. Now it's all Shreveport and "Marjorie."

C. Motes bragged about being a fisherman for awhile, but we wonder why he sold his fishing tackle when some of the other boys showed the results of fishing on Cane River.

Ray Wolf and L. Killinger both are driving new cars.

C. Conningham will be leaving soon to spend a few days at home in North Carolina before returning to LSU.

German, Shufflin, and Harlan have turned out to be quite the beau brummels. They are very popular with the "weaker sex."

Understand George May has an inspection service at his home.

Lucille McMurtry left Friday on her vacation. She will travel to Wisconsin and plans to stop off for a visit at the Chicago office.

Chicago Mill and Office

Gladys Davis
Raymond Gusick

Edward Stadt
E. G. Mantouffol

Frank Krusinger paid us a visit this week. Asking him how he liked his trip to Chicago, he said, "I had a swell trip but I don't like Chicago any more because I have to wear shoes when I come up here."

Streich found a place to get his gasoline free during the recent gasoline war in Chicago.

Harold Rohrbach must not be in the best of health. We hear he is visiting a nurse every day.

The horse shoe slingers are really hot now. Joe Blosky is also running true to form as an honest scorekeeper.

Congratulations are offered to Bill O'Connell and Jim Hopkins. Bill's was a boy, and Jim's a girl.

Ted Moore and Lou Lance's business venture did not turn out so hot. Guess they were taken for what us Americans call "Chumps".

Wally Bauer paid us a visit and he sure looks good. Southern hospitality surely agrees with him.

We hear that Elsie from the Laboratory is a champion spike driver. He won many a cup

at the Chicago World's Fair. Maybe Al could use him in the shipping gang.

"Friday" the man mentioned in the last issue to live to be a very old man says that he will have a lot of company to talk over old times.

We are very sorry to have Mr. Schroeder leave us. Hope he finds Shreveport to his liking. We know the boys down there will make him feel at home.

Vacation time has come and gone—

Joe Cozzi spent his in Beverly, Indiana.

Eddie Stadt took short trips around Chicago.

John Henehan went to 69th and Yale.

Bill Eby spent a few days in Indiana and a few days in Washington Heights.

A. Solton took in ten days of rest.

Jim Stanek went fishing at Coons Lake, Indiana.

Tom Jones spent a week in Springfield, Illinois.

Bill Cozzi sat around in Pleasanton, Iowa.

Ben Cozzi spent his at home.

Ted Moore spent his in his Fox River Valley water-soaked ranch.

Mr. and Mrs. William Kennedy took a long train ride to Denver, Colo.

We wish to extend our sympathy to Gus Cranford in the death of his wife also to Jim Scott in the death of his wife.

Bob Julian the "Lone Ranger" has a few more riding henchmen, "Tonto" Louie Negrilla and "Slewfoot" Bill Reed.

Berry Asphalt Company

Otto Holloway

John Savage

Buster McGuffin

For Barney Soward's benefit we want to mention that when Eberle middle ailed it they played his favorite tune "Rocking Chair Blues."

Fred Dixon, keeper of the warehouse, is having his molars jerked. One more trip to the dentist and Okey will be calling Fred "Smooth Mouth."

Mrs. Wright has just returned from her vacation which she spent in Michigan, Illinois, Indiana and Missouri.

Read and Weep

At eleven o'clock A. M., June 23rd the plant whistle let out a mournful tune and all em-

Beverly Ann Stadt, daughter of Edward Stadt of Chicago, certainly smiled for the cameraman when this picture was taken.



Presenting Robert Peter Smolktees, son of Peter Smolktees of the Flooring Shipping Department. Robert was three months old when this picture was taken.

ployees sadly bowed their heads—Chester Eberle, long confirmed bachelor went down swinging June 23rd at 11:00 A. M. The K.O. was delivered with neatness and dispatch at a church wedding (of all things) at Union City, Tennessee. The bride was the former Miss Augusta Prather of Union City, Tennessee. All Waterloo including suburbs, Rosston, Willisville and Prescott wish the newlyweds all kinds of happiness and success. Mr. and Mrs. Eberle are at home in the Normanshire Apartments, Chicago, Illinois.

Bill Jinks, champion eater of Waterloo, will wager as much as five dollars that he can eat a twenty-pound roast pig apple and all, and just to make the bet more tempting he will polish off a gallon of crowder peas for dessert. N.B. He can't find any takers.

Is it possible that H. W. Altman, Chicago Office Manager, was associated for too long a time with a dance band? Poor fellow.

Not a paid Adv.

James T. Clarke doesn't have to watch the Fords go by as he swapped his Plymouth for a new Ford Coupe the other day. He spent the night in front of Sid Ward's house in his new Ford Coupe. Says Jimmie "The battery ran down."

For the past several years a mole-like animal known as a salamander has been undermining the pits in which oil is stored on the production properties. A bounty of 25c a piece has been offered for salamanders trapped over a radius of 50 feet from the pits and \$1.00 a piece for those trapped within a radius of 50 feet of the pits. At present the salamander King is Bun Jackson.

R. N. Parker of the Chicago Office asked Eberle what a salamander was. Replied EB, "My boy, I am surprised at you, they eat those things down in Waterloo."

It is so hot now in Waterloo that the Office Force are taking salt tablets.

Correction

Through an error the name of George Mahoney, Finishing Mill, was omitted from the list of those who successfully completed the First Aid Course. Mr. Mahoney completed the course with full credit, and his name should have appeared in the June issue of the Neponset Review.—The Editor.



Does this look familiar? It might have been taken during the flood of 1936 — but was actually snapped on July 24, soon after the rain stopped.

Flooring Plant Flooded Again

BRINGING back recollections of the Spring of 1936, flood waters again entered our Flooring Plant on Friday, July 22, and by Saturday night had risen even higher than the flood of two years ago.

The unprecedented rain which had continued almost without interruption since Monday, swelled the Neponset River so that it began to overflow into the parking space near the Roofing Laboratory on Friday morning. All cars were safely removed early that day.

It looked for a while as if there would be no further damage, as the weather appeared to be clearing Friday night; but fresh downpours all day Saturday and part of the day

Sunday brought the waters to a higher level than ever before.

Anticipating trouble, the maintenance men repeated their performance of two years ago and removed all motors from danger. No. 1 and No. 2 Print Rooms, all of the Paint Room, the Chromalin Department and the Rug Finishing Room were all under several inches of water, so that production operations had to stop entirely. In addition the wrappers of some stock in sheds near the river were damaged. Work was started immediately in refinishing this stock to A-1 condition.

During the course of the week, as the rain continued, the dams on the river above our East Walpole plants were carefully watched. As much water was let through as conditions would allow, but because the downpour continued through Saturday the ponds filled rapidly and it was

necessary to release considerable water, at both Stetson's and Morey's Ponds, to save the dams from breaking. The dam at our East Walpole plant was guarded constantly, after Friday, and sand bags placed along the top, in case the water rose to the danger point.

Much credit is due the men at the Flooring and Roofing Plants who worked so hard and efficiently to save all stock and equipment possible. As we go to press the dirty, tiring job of cleaning up is in progress. Departments are being swept and scrubbed as fast as the waters recede, motors are being put back into position, and before many days production will be in full swing again.



By Frank Clem

THE Tennis Club is experiencing a quiet year as far as team activity goes. We are finding it difficult to assemble a representative team because of other week-end interests of the players. Although the courts are seeing plenty of action evenings, the team has not been at full strength during any of its matches.

Only four matches have been played up to this date. Two were lost to North Attleboro, while Mansfield and Wrentham were defeated.

In spite of a slow team year, the Bowl Tournament will be hotly contested, with John O'Kane again the probable winner, with perhaps a little more competition than in the past two years. All entries for this tournament must be in three days

1. This is how the Finishing room looked on Sunday afternoon. Most of the empty tubes were moved out of danger, but some got "dunked" like this pile. 2. A popular method of transportation — John Folan, with boots, acts as coolie for Leon Zinkowsky, without boots. 3. The platform outside the Flooring Finishing Department looked like this on July 24, as water poured in one end of the room, and out the other.





Laurence Gammell, Flooring Finishing Department, got these two fine shots on Monday morning. The top picture shows the bridge near the Roofing Laboratory in a slightly moist condition. The lower picture gives an idea of the height of the river at the bridge between the Chromalin Department and the Paint Room.

after the appearance of this notice in the Review. All Bird & Son workers who are members of the Tennis Club and residents of Walpole and East Walpole are eligible.

Plans for our open tournament are already under way and the date will be announced very soon.

No Further Contributions

At the last session of the Massachusetts Legislature, the new Unemployment Compensation Law was changed so that for a period of one year beginning July 1, 1938 there will be no further employee contributions.

Bird & Son will continue to pay its share, namely 3% of the total payroll, but under the new law employees will cease contributing to the fund entirely for the period of one year. This applies only to the Unemployment Compensation fund for the State of Massachusetts. Deductions of 1% will continue on the Federal Old Age Benefit Plan.

In addition, there have been numerous other minor changes in the law.

Suggestion Awards

JUNE, 1938

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

- Eliminating Rock from Dust—Perry Crane, FBW
- Plug for Coating Pipe—R. G. Fulton, FBPB7
- A Smaller Kicker Feeder for FXGM18—Michael J. Sameski, Jr.

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

- Use Hollow Head Setscrews on Baling Press Belt Shifter—Luigi Cicolani, FBX
- Steps Between Oiling Elevators—Joseph J. Cozzi, FC
- Install Portable Pipe Threading Machine at DMPM5—Wm. Gokey, EMP
- Remove Start and Stop Switch on FFX #24—Warren C. Hilton, FFX
- Hand Holes in Hoods of Rolls—Francis R. McMahon, FBW
- Permanent Pads on Planks on Flat Cars—Samuel A. Mineati, DPV
- Trap Door Into Pit at Raw Tanks—William Percy, FBW
- Platform at No. 1 Machine—William Reed, FC
- Half Sleeves for Smoothing Pipe—Clemens Reithofer, FC
- Support or Chain to Hold Paint Pan on FFG Varnish Machine—John S. Smith, FFN
- Gate on East Side of Elevator—John Joseph Sullivan, FC
- Carbon Controller Contacts on Electric Trucks—Joseph C. Swasey, FBV
- Flooring Beneath Conveyor Belts at FBG—Joseph C. Swasey, FBV
- Shaft Carrier at DP—Richmond G. Thatcher, DPG
- Water Faucet Over Glue Pot—Myles Towle, FXR
- Smaller Crease in "B" Pieces at FBI—Fred P. Turco, FBI
- Screen the Wax for Flower Pots on FXBM-25—Winslow E. Whittier, FXB

JULY, 1938

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

- Half Round Screen at Distributing Roll—Joseph W. Bartell, FBPM7
- Art Bric Siding Folders—Raymond Gusick, FC
- Better Method of Laying Out Material for Assembled Border—William Janusaitis, FFT

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

- Use Flat Head Screws on Oven Chain Idlers—Joseph Adamonis, FFP
- Use Broken Shingle Boards on Floor of Boilers—William Bennett, FC
- Conveyors for Machine FFX 31—Earl O. Boyden, FFX
- Ladders at Back End of Hangers—William Cherry, FFN
- Curtain at FBG Slate Hopper—Thomas Concannon, FBX
- Fencing Guard for FXC Office—John P. Dixon, FXC
- Clutch Chain Guard at #5 Hanger—Milton F. Florest, FFP
- Use Five Wire Cable on Pull-in Winch at Ovens—Clinton Hanscom, FFP
- Make BMB-83 Brass Top Rolls from Bar Brass—Robert Hood, EMM
- Platform for FF 10 Elevator Motor—John Johnson, FFG
- Better Method of Applying Belt Powder—Anthony Protasius, FBPM-5
- Method of Eliminating Dust at Saw for Cutting Weather-tex Boards—Joseph Purpura, FBI
- Window Over Checkers Desk in DPC—Joseph A. Queenan, DPH
- Split Collars on Johnson Steam Boxes—James E. Quinn, FBM
- Single Sheet for Shingle Wrapping—Anthony Soltan, FC
- Stand for Draining Boxes—Walter Sword, FFP
- Caster Rolls on Table in FBI—Fred P. Turco, FBI
- Change FBW Tractor Transmission Shaft—Edgar Wormald, FBW

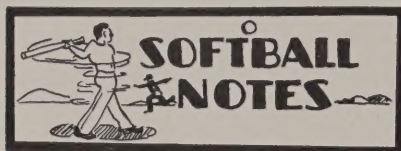
One of these is of special interest to workers who may become unemployed, as it reduces the waiting period from three weeks to two weeks. Another change permits workers to earn up to \$5.00 per week in casual employment, and still count that week as a week of total unemployment. In other words, workers who are laid off now must wait only two weeks after registering as unemployed before being entitled to

receive benefits, and such workers may earn up to \$5.00 in any one week and still count that week as a week of total unemployment.

These are the principal changes in the law made during the last session of the Legislature. Notice that even though the employees' contribution has been eliminated, the amount of benefits will continue the same to all eligible unemployed persons.



Without asking you to guess who, we'll tell you that this is the rear view of Tony Dias and Ray Chappell of our Phillipsdale Shipping Department doing some private engineering. To date we have no report whether or not their activities were successful.



By Stephen Cavanaugh

THERE are over 200 Bird Club Members actively engaged in playing softball. Two playgrounds are used four nights of every week and very often five nights.

We have established a Men's Interdepartmental Softball League. This league is composed of seven teams representing the mills of East Walpole and Norwood. Each team has an average roster of fifteen or more men. To date this league has engaged in 18 games. The Flooring Machines Team has won the first half championship. The league is played in two halves, with the winners of each half playing a series to decide the championship.

MEN'S INTERDEPARTMENTAL SOFTBALL

LEAGUE STANDING			
Team	Won	Lost	Average
Flooring Machines	6	0	1.000
Roofing	5	1	.834
Accounting	3	2	.600
FF General	2	2	.500
Undercoat	2	4	.333
Box Shop	0	4	.000
Flooring Office	0	5	.000

We also have established a Girls' Softball League. Seventy-five girls have played softball during the run of the first half of this smaller circuit. I might add right now that the sport is played, as far as a schedule is concerned, with much more punctuality than the men show. The first half of the Girls' League is finished.

Every one of their scheduled games has been played. They are anxious now to get the second half started, to see which of the five teams will be the first Girls' Softball Championship Team of the Bird Club. The Stenographic team has won the first half, being undefeated.

GIRLS' INTERDEPARTMENTAL SOFTBALL LEAGUE

FINAL STANDING—FIRST HALF			
Team	Won	Lost	Average
Stenographic	4	0	1.000
Accounting	3	1	.750
New Box Shop	2	2	.500
Sales	1	3	.250
FX2	1	3	.250

There has been organized a Bird & Son Men's Team and also a Bird & Son Girls' Team. The Men's Team is enrolled in the Norfolk County Softball League. This League was formed by Bird & Son, and now includes Curity, Hollingsworth & Vose and Plymouth Rubber Co. of Canton. These four teams have joined the Amateur Softball Association of America. The winner of this League will compete for the State playoffs of this Association. This team of the Bird Club has been uniformed, and besides playing its league games has also played the Dennison Mfg. Co. of Framingham and the Chelsea Naval Hospital. We have booked games with Cranston, R. I., Phillipsdale and Fitchburg. Stephen Cavanaugh has been appointed Norfolk County Commissioner for the Amateur Association, and he is trying to get the district playoffs for East Walpole. Bird & Son leads this League with Curity in second place.

The Girls' Team has played a home and home series with the MacGregor Instrument Girls, and one game with the Curity Girls. The Bird & Son Girls have won all three games. A return game is being arranged with the Curity Girls to be played in Walpole. The Odds and Ends Club of Needham will also be played.

Besides these organized games there are the usual married vs. single men's games both in the Flooring and Roofing. Also the girls' teams play the men's teams during nights which the fields are idle.

Think It Over

GLENN GARDINER, Editor of a four-page weekly bulletin which is received regularly by all of our foremen and department heads, recently

wrote a few paragraphs which are well worth quoting because of the good common sense in them. He says—

"During the next several months, candidates of all political parties will be campaigning for the Fall elections.

"This means that in the coming months both the good news and the bad news about business conditions will be considerably exaggerated. Candidates who want to be returned to office will be exaggerating the favorable factors. Those who want to defeat them at the polls will be exaggerating the unfavorable factors and telling how they will correct conditions if elected.

"All of which suggests to you and me that we must be governed by our own judgment and common sense, and prepare to vote for those whom we conscientiously believe will help to create and maintain conditions in America which will be favorable to the continuance and profitable operation of business upon which we depend for our jobs and our future success."

Acknowledgments

We wish to acknowledge with sincere thanks the kind expression of your sympathy.
Mr. and Mrs. Curtis A. Chamberlain and family.

Gratefully acknowledging and thanking you for your kind expression of sympathy.
Mr. and Mrs. Adam Lehto,
Helen and Smiley Feleci,
Robert Clark.

I wish to thank you for the expression of sympathy which was conveyed by the beautiful flowers sent in memory of my son Clifford. They were deeply appreciated.
Albert H. Gove.

Your kindness and sympathy are deeply appreciated and gratefully acknowledged.
Mrs. H. M. Rockwood and family.

Gratefully acknowledging and thanking you for your kind expression of sympathy.
A. Lloyd Faunce,
Isabell D. Faunce,
Kenneth A. Faunce.

We wish to thank our friends at Bird & Son for the beautiful flowers and the kind expressions of sympathy received in our recent bereavement.

Mrs. Janey Heaver,
Miss Lillian Heaver.

We wish to thank the friends at Bird & Son, inc. for the flowers and the kind expressions of sympathy received at the time of the death of Mr. Karl Osterlund.

Mr. and Mrs. Arvid Hultman.
Mr. and Mrs. Gordon Clark.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins
Lock-Butt —	BIRD Insulated Bric-Siding	Individuals
Tri-tab Hex		Giant Individuals
Art Wall Siding	Bric-craft Siding	Copper-clipt
	Weather-Tex Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
	Universal	Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
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BIRD CHROMALIN Floor Covering

Patterned	Plain	Jaspé	Chromasets
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Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons

NEPONSET Waterproof Paper Flower Pots

Tack and Screw Boxes

Plant Bands

Plant Boxes

Special Papers Division

Index Pressboard

Socket Lining Paper

Rocket Paper

Cartridge Paper and Wad

Fusee Paper

Cushion Plugs

Chip and News Boards

Mill Wraps and Heads

Dry and Waterproof Papers for Special Purposes

Industrial Filter Paper

Toe Cap Felt

Innersole Board

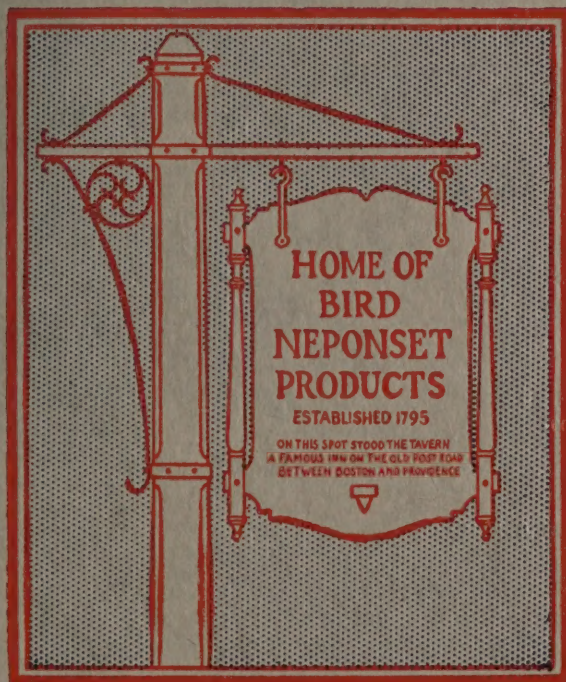
Cloth Board



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXVI NO. 5

OCTOBER 1938



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

Officers

Chairman of the Board, PHILIP R. ALLEN

Vice-Chairman, CHARLES S. BIRD, JR.

President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

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Vice-Presidents

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PHILIP H. BAILEY

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PHILIP R. ALLEN

AXEL H. ANDERSON

PHILIP H. BAILEY

ELMER H. BARTLETT

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Assistant Secretary and Treasurer, W. C. AHLGREN

Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, H. S. WHITNEY

Purchasing and Traffic Agent, A. H. RUSSELL

Assistant Purchasing and Traffic, M. J. HAWKINS

Director of Personnel, B. D. ROGERS

Director of Research, E. M. LINES

Sales

Director of Sales, R. C. FLOYD

Sales Manager Paper Division, A. M. CLAFFEE

Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Central Division, S. C. TRAUDT, JR.

Manager Eastern Division, W. E. HALE

Manager Northern Division, ROGERS WEED, JR.

Manager Southern Division, A. D. KILHAM

Manager Southwestern Division, R. D. PETERSON

Manager Western Division, W. W. WILSON

Sales Manager Flooring Division, H. E. SAWYER, JR.

Sales Manager Box Division, C. H. ANDREWS

Assistant Sales Manager, G. L. STUDLEY

Sales Manager Carton Division, A. M. CLAFFEE

Sales Promotion Manager, L. S. WRIGHT

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Assistant to Director of Manufacturing, P. N. HILLS

General Superintendent Paper, Box and Carton Divisions

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Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Chief Research Chemist, H. T. BARKER

Superintendent Felt Division, T. G. HENDERSON

Assistant Superintendent, R. H. SALISBURY

Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. J. BRADLEY, JR.

Chief Research Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Division, M. R. BEASLEY

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Western Manufacturing Manager, J. G. YOUNG

Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

Chief Chemist, J. F. COMISKEY

Chief Chemist Shreveport Plant, R. N. POTTER

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROOKLYN, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY,
MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

HOME INSPECTION BLANK

Take this home and check the questions during Fire Prevention Week.

If your answer to any of the questions is "no", there is a fire hazard in your home which should be corrected.

DON'T LET FIRE GET A CHANCE

1. Is your attic, or storage space, free from rubbish, such as old papers, broken furniture, etc.?
2. Is your basement free from rubbish?
3. Is your yard clean and free from inflammable rubbish?
4. Are your stovepipes in good condition, free from rust?
5. Are walls, ceilings, and partitions protected from overheating of stoves, furnaces and pipes?
6. Do you keep your ashes in a metal container and have them carried away frequently?
7. Do you keep your matches away from heat and out of the reach of children?
8. Is the material of your roof fire-resistant?
9. Is the foundation of your house enclosed?
10. Are your chimneys in good repair?
11. Have they been cleaned recently?
12. If you have any unused stovepipe openings, are they properly covered with non-inflammable material?
13. Do you always store gasoline outside the house?
14. Do you refuse to let gasoline or naphtha be used for cleaning, and insist on your family using non-inflammable cleaning fluids?
15. If you have any gas connections of rubber tubing, are they in good condition, free from leaks?
16. Does your wife use a "dustless" oil floor mop, and if so, does she keep it in a closed metal container?
17. Are your electric outlets and electric cords for appliances in A-1 condition?
18. Have you a fire extinguisher in the house?
19. Do you know the location of your nearest fire alarm box, and how to turn in an alarm?

If in doubt about any household condition or appliance, talk it over with your local fire chief, or with Mr. Fisher, our Safety Inspector.

MAKE YOUR HOME SAFE FROM FIRE.

Safety Committees

BIRD'S NEPONSET REVIEW

VOL. XXVI

OCTOBER, 1938

No. 5



A Section of Chicago's New Accounting Department. Left to right— Lenore Falstrom, Walter Manteuffel, Mahlon Parker, Raymond Evers, Gordon Lampton. Other members of this Department in the picture are— Jean Falstrom, Mary Curran, and Myrtle Brebach.

partment was then placed in the center between the Accounting and Sales Departments, thus centralizing this Service Department and adding materially to the efficiency of handling dictated cylinders.

The Chicago Office workers of the Berry Asphalt Company moved to the west end of the building in the section formerly occupied by the Accounting Department. The Berry Asphalt people had formerly been sharing the space with the Traffic Department, and thus the new arrangement affords adequate space for all departments—space which was badly needed.

The new office is well ventilated, equipped with the latest type of indirect lighting, and has Venetian blinds at the windows. Bird Chromalin Floor Covering has been used throughout for the floors. A new automatic system of telephone com-

The Chicago Sales Department in its spacious new quarters. At the first desk is T. E. Oakes; second row, Vange Burnett, and Arthur Straus; third row, Bernard Becker and Thomas Conroy; fourth row, Norma Olson and Mary McWade. Others in this Department include Ida Mitchell, Alice Corr, Marie Lester, Alfred Berglund and Helen Anis.

Addition to Chicago Office

Larger Floor Space Improves Working Conditions

DURING the early summer months a much needed addition to the Chicago Office was built and opened for use.

H. W. Altman, Chicago Office Manager, has sent us a complete description of the changes made and the new layout of the entire office.

The additional office space was obtained by extending the office into a section of the warehouse building adding more than 6,000 square feet of floor space and nearly doubling the size of the former office.

The Accounting and Credit Departments were moved from the west end of the building to the new east end addition. The Stenographic De-





The Stenographic Department at Chicago. Left to right—Eleanor Bree, Virginia O'Brien, Marjorie Mulhall and Marjorie Thompson. Virginia Szukalla is also a member of this Department.

munication, similar to the East Walpole system, has also been installed.

Thus the new changes have relieved a crowded situation, and are enabling all departments to function with greater efficiency.



By Charles E. Rafuse

THE Golf Season closed on August 20, with a Field Day held at the Walpole Country Club. There was a good attendance with plenty of enthusiasm, and a wide distribution of prizes.

The following were class winners—Low gross, John Woloshyn, Flooring Plant; low net, A. W. Smith, Credit Union; driving contest, Carl J. Wurzel, Flooring Plant. Better of two nine-hole rounds, Martin Wallace, Roofing Plant. Class B, low gross—John Cook, No. 1 Box Shop; low net, E. F. Small, Bird Machine Company. Driving contest, Richard Sprague, No. 1 Box Shop. Better of two nine-hole rounds—Leon Zinkowsky, Flooring Plant.

Most pars, Oliver Sherburne, Accounting; highest score, E. T. Washburn, Sales; approaching contest, J. B. Maguire, Sales; lowest amount of putts, Benjamin Baranowski, No. 1 Box Shop; highest score on one hole, John T. Murphy, Accounting; Water hole contest, L. T. Harriman, Stock Records Department.

Directors Honor Mr. Allen

On His Fortieth Anniversary

AT the regular meeting of the Board of Directors on Monday morning, September 12, Mr. Philip R. Allen, Chairman of the Board, was pleasantly surprised with a special breakfast held in honor of his Fortieth Anniversary with Bird & Son.

Every member of the Board was present and sat down to a fine old fashioned breakfast of scrambled eggs, sausages, muffins, doughnuts, coffee and fruit. At the conclusion of the breakfast, before Mr. Allen had an opportunity to call the Board meeting to order, Vice-President E. H. Bartlett presented Mr. Allen with a gift from his associates on the Board. This was a set of three silver trays, each a different size, and suitably engraved for the occasion.

In presenting the gift, Mr. Bartlett said, "I think there is an explanation due you regarding the observance of your Fortieth Anniversary which really falls on September 15th.

"It seems that a few of these friends could not be present on the 15th, and so we have taken advantage, as we think would have been

your policy, of commemorating this Anniversary at one of our regular meetings, when we could be sure of a full Board, and we decided to start the day with an old fashioned breakfast.

"It is good for the soul now and then to have these pauses to show our affection and appreciation to a fellow worker and companion, especially when the association is of such long standing as the one we honor this morning. Four decades with an old New England institution is a period to be proud of, and it gives us all a great feeling of respect and admiration for this associate.

"I deem it a great honor to be chosen to present this token, that can only in a very small way show our appreciation and gratitude to one of the most loyal, efficient and faithful officials that any institution ever had the good fortune to possess—Philip R. Allen."

Another one of the Directors, Mr. John R. Macomber, read a "Poem," which in primer fashion took each of the letters of Mr. Allen's name and identified them with different traits of his character. It was

Directors of Bird & Son present at the breakfast given to Mr. Allen on the occasion of his Fortieth Anniversary with the company. Front row, left to right—B. H. Roberts, President, E. H. Bartlett, Vice President, P. R. Allen, Chairman, C. S. Bird, Jr., Vice Chairman, A. H. Anderson, Treasurer, E. M. Lines. Back row—B. D. Rogers, C. W. Conrad, Vice President, A. H. Russell, H. E. Sawyer, Jr., R. C. Floyd, Vice-President, G. C. Lee, J. R. Macomber, P. H. Bailey, Vice President, and H. F. Lyman.



very cleverly done, and although Mr. Macomber maintains it was written by a "friend", most of the other Board members accused him of being the author.

Mr. Allen responded with suitable remarks, and after the conclusion of the Board meeting, the group adjourned to the steps of the Main Office where a picture was taken.



During the past year three of our most loyal and respected old-timers have retired from active service. Left to right — James J. Geary, Paper Mill, fifty-five years of service; Fred Shepard, Office Janitor, thirty-six years of service; James Kivlin, Stock Clerk, forty-six years service. Even though these men are retired, we hope they will visit us frequently.

H. S. Whitney was re-elected Treasurer, and Albert W. Smith, Secretary.

Reports for the year just past indicated great interest from large sections of the membership in all sixteen activities. Fifty-eight members took part in golf activities, sixty in the Glee Club, eighty in the Camera Club, ninety-three played Bridge, and one hundred and sixty took part in the popular Soft Ball games.

The new Board will meet early in October to elect a president and vice-president, and plan the activities for the coming Season. Everything points to a busy Winter with a wide variety of activities which will assure every member of getting his "money's worth".

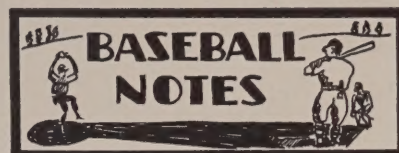
Following the business meeting refreshments of ice cream, cake and coffee were served. Cigars, cigarettes and candy were also furnished during the evening.



By Edward Hiller

AFTER a month of inactivity, interest in Horseshoes has picked up again, and as we write this the season is rapidly coming to a close. In the doubles contest the finalists are Charles Locke and Fred Jonah, representing East Walpole; Charles Geraghty and Stuart Farris representing the Floor Covering plant; and Hilton Taggart and Ted Michienzi, and one other team from the Roofing plant.

The singles tournament is expected to be finished very shortly, and the winner will then be announced by the Committee.



By Lili Petroni

THE Bird & Son Baseball schedule is fast drawing to a close with two games remaining to be played. After a very slow start in which we won only two games during the first half of the Season, we finally developed a winning streak, and to date have won eleven games against thirteen defeats.

In the Old Colony League, Milford finished first, Bird & Son fourth.

One of the most interesting contests of the Summer was the seven inning game between the Bird & Son Baseball team and the Bird & Son Soft Ball team, playing Soft Ball rules. Contrary to all expectations, the Baseball team won 5-4. The Soft Ball players were leading 3-0 until the fifth inning—then the Baseball boys crashed through and got four runs in one inning. Each team made one more run before the end of the game, but this still left the Baseball team ahead, beating the much-touted Soft Ball team at their own game.

A remarkable picture of an electrical storm taken at midnight over Boyden Lake in Maine by Robert Wilson, Flooring Plant.



By Ralph Watson

AT the last meeting of the Club it was decided to get started on a camera hike and one was planned for October second, with Roger William Park in Providence as the site of operations. Since then the hurricane has struck, with you know what result, and at this writing it seems likely that we will be barred from Providence and will have to select some other place when we mobilize in East Walpole.

A contest is scheduled for vacation pictures, winners to be announced at the October meeting. Also at the October meeting a talk will be given on "Photographic Papers and their Properties," with lantern slide illustrations, and a collection of 24 salon prints, all on different papers.

The Club will enter the Inter-Club Print Competition, sponsored by the Manhattan Camera Club of New York City, provided the necessary four prints are made by our own members for entry therein!

Annual Meeting

STARTING the Fall Season, the Bird Club, inc. held its annual meeting at Bird Hall on Friday night, September 9, with President W. A. Beaulieu presiding. The seventy members present heard the reports of the various Committee Chairmen, and after some discussion voted to increase the annual dues from \$1.00 to \$1.50 on the recommendation of the Executive Committee.

New Directors were elected—

For three years—J. J. Bradley, Jr., Ernest Coleman, Charles Rafuse.

For two years—Guy Hoyt.

For one year—James Hanley and Charles Mutch.



Roofing Soft Ball Team, Champions of the 1938 Season — Back row left to right: James Mack, Michael Baranowski, Carl Altonen, Charles Walton, Joseph Swasey. Front Row: Charles Seavey, Ernest Zinkowsky, Francis McSwain, Moses Bader and Joseph Roslauskas.

Roofing Team Wins Softball Championship

By Stephen Cavanaugh

ON Thursday night, September 22, the Roofing and Flooring Machines met in a game of Softball to decide the championship of the Men's Interdepartmental League.

Originally scheduled to play a two-out-of-three game series, the captains agreed to settle the supremacy in one game, so that the men at the Roofing Plant might finish the schedule on time. Working conditions at the Roofing Plant (because of the rush due to the hurricane damage) did not favor an extension of the playing dates.

Starting at 5:45, the game lasted only through six innings and then had to be called on account of darkness. The Roofing team won the title by the score of 11 to 5. Paciorowski and Coyne were the battery for the Flooring Machines and Walton and Altonen for the Roofers. The Flooring team never gained the lead over their opponents throughout the entire game.

This entitles the Roofing team to the name of League champions, and makes them eligible for the prizes to be given to the winning combinations. Sparkes and Hoyt were the umpires.

Bird & Son Team Has Good Season

The Bird & Son Softball Team was organized this year for the first time in the Bird Club organization. It had a very busy year, inasmuch as all challenges were accepted and games

were scheduled with all opponents who desired to play.

The only team that failed to obtain a place on the schedule was Phillipsdale. In order to arrange a series with the Rhode Island mill, other scheduled games would have had to be cancelled, and this did not seem the right thing to do in the opinion of the Committee.

A Norfolk County Softball League was formed, and this League played every Thursday night. Bird & Son won the championship of this circuit, defeating Hollingsworth and Vose, Canton Plymouth Rubber Co., and the Lewis Manufacturing Company of Walpole. After winning the league our team entered the State Softball tournament at Framingham. They won the first game, defeating Somerville City Club 7 to 2, and were eliminated by A. K. Spaulding Co. of Chicopee, 3 to 0.

They played other outside organizations, numbered among them the Dennison Manufacturing Co. of Framingham, Chelsea Naval Hospital and the Norwood Civic Club.

Winding up the year, they accepted a challenge from the Bird & Son Baseball team, and lost this game 5 to 4. As a final game, a group of players selected from Curity, Plymouth Rubber and Hollingsworth & Vose played the Bird & Son team at East Walpole, with Bird & Son winning out 8 to 3.

Flooring Machine Soft Ball Team, Runners Up in the 1938 Championship Series. Back row left to right — Ralph Hildreth, Everett Rockwood, Charles Geraghty, Arthur Walker, Walter Erker, James Keefe, Stephen Tomashay. Front row, Carleton Rafuse, Frank Shimski, Ernest Parciorkowski, Stephen Cavanaugh, and Bartley Coyne.





Bird and Son Girls' Soft Ball Team. Back row left to right — Ruth Milliken, Mary Blazonis, Anne Walters, Katherine Hennessey, Vera Ransow, Eugenie Eckert. Front row — Gertrude Brady, Dorothy O'Kane, Veronica Makarevich and Ethel Murray.

Phillipsdale Receives National Safety Award

WITH the Phillipsdale plant not only breaking all previous safety records of our own organization but winning national safety honors for four consecutive years, it is hard to find adequate words to express our congratulations to the workers at the Rhode Island Plant. Word has just been received that Phillipsdale has again won first place in Group D in the Paper Industry Annual Safety Contest for 1937-1938. This is the same award which has been won by the Plant for the past three years; last year in addition they were given the major award of the Paper Industry magazine.

In establishing the record this year, the men at Phillipsdale worked a total of 305,894 man-hours from July 1, 1937 through June 30, 1938 without a lost time accident. This gives them a grand total of 1,270,010 man-hours since the last lost time accident which occurred on March 1, 1934. That represents a total of 1582 calendar days, as of June 30, and as the plant continued to operate safely through July and August, these calendar days had increased to 1644 by September 1st.

Although the safe operation of the entire plant for four and a half years is in itself remarkable, a number of individual departments at Phillipsdale can boast of still longer records. The Raw Stock Receiving Department has not had a lost time accident for over nine years, and that is the department which is constantly handling heavy bales of rags, many of them weighing more than 1,000 lbs. The Machine Room has had no accidents for over eight years; the Beater Room and the Shipping Room have each established a clear record of over seven years, and the Power Department has worked six years with no accidents.

When we asked Mr. Henderson, Superintendent of the Plant, the reason for their success in safety work, his answer was "Constant attention to every detail of safe operation by every member of the organization". In other words, it is not a job for just the Safety Committee or the foremen or a few workers, but it is something that calls for 100% cooperation from every man in the plant. They accomplish this at Phillipsdale by discussing at the

monthly Safety Meetings every minor accident, analyzing it in detail, and planning ways to avoid similar accidents in the future. They work on the theory that little accidents lead to big ones if the causes are not corrected.

Certainly no one can deny that this system has been successful. To the workers at Phillipsdale we offer our hearty congratulations on the latest record they have achieved, and we hope that they may continue to operate safely for many months, setting the pace in safety work for all Bird & Son Divisions.

Girls Demonstrate Skill at Softball

A Girls' Interdepartmental League was formed with about 75 girls taking part. Teams were represented from the No. 1 Box Shop, No. 2 Box Shop, Stenographic, Accounting, and Sales departments. The league was to be played in two halves with the winner of each half playing for the league championship. The Stenographic department won both halves, being undefeated for the entire season. They are the undisputed Interdepartmental League Champions.

The Bird & Son Girls' Softball team enjoyed a very successful season. They played about twelve games in all, with outside organizations. They have played two different teams from Needham and have engaged in several contests with the Curity Girls. At the time of this writing, they are scheduled to go to Rhode Island to take part in a large sporting program at Harrisville. The demand seems to be great for a uniformed girls' team next year.

Watch For This

Within a very short time we shall publish a special issue of the Neponset Review, devoted entirely to the recent hurricane and flood disaster in New England.

There will be special pictures which have not appeared before in any newspaper, and a complete story of emergency work in which we all had a part—work which enabled Bird & Son to be of real service in supplying stricken areas with building materials for rehabilitation.

Observe Fire Prevention Week

At Work

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October 9-15

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At Home

Fatal Foolishness in the Home

By T. Alfred Fleming

IN Louisville a sick little boy was spending his fourth birthday in an oxygen tent in the hospital. To cheer him up his grandmother brought him a birthday cake with four little candles on it.

As she unwrapped it, the nurse left the room for something and the old lady proceeded to light the candles. Then she carried the cake over by the tent for the young patient to admire, causing an explosion which killed the child instantly.

Foolish, wasn't it? Yet sometimes when these reports come in from all over the country telling how people kill and maim themselves with fire, I wonder if they don't sit up nights figuring out new ideas in fatal foolishness.

In Minneapolis, for instance, a three-months-old infant was burned to death when the bed clothing ignited from an electric hot plate the parents had put under the crib to warm it.

In Sedalia, Mo., a man burned himself badly and killed the mother of his 8-day old baby by the ingenious device of pouring gasoline into the tank of his household water pump while it was running.

Dust Is Explosive

In New York a housekeeper blew herself right into the hospital with a few ounces of carpet dust.

You didn't know that carpet dust was explosive?

Well, this is a good time to learn that practically all dusts which burn can be terrific explosives if they meet an open flame while suspended in air. This particular case is worth more than passing mention because it involves that new adjunct to modern living, the domestic incinerator.

The woman in question had just gone over the rugs with a carpet sweeper. She then took the sweeper out into the hall, spread a newspaper on the floor, and proceeded to empty the dust on the paper.

Just as she started to roll it up, some news item she had meant to save caught her eye. So instead of

throwing the compact bundle down the chute, she opened the door and shook the contents off. The resulting blast when the flame met the dust put her in the hospital.

While the rapid spread of household incinerators is making the dust explosion hazard more of a domestic problem than it used to be, we have had these mishaps in homes before.

In a southern city a woman was busy with her spring cleaning, working like fury in an unused room upstairs. With all the windows open (which helped keep the dust suspended in air) she was sweeping a particularly dirty rug when her son stepped into the room and paused to light a cigarette. The resulting blast blew one side out of the house and injured both of them seriously.

We are likely to have more such experiences because not long ago some poorly informed radio commentator advised housekeepers to toss a handful of *flour* into the oven in case the grease should catch fire.

He Meant Salt

If you happened to hear that statement, forget it forthwith, for flour dust is one of the worst explosives we have. What he probably meant to say was *salt*—or, possibly, baking soda (bicarb) which is an excellent extinguishing agent.

The incinerator explosion is something new, but many of the cases of fatal foolishness involve hazards that should be danger signals to all of us. In Detroit a girl smoking a cigarette while taking an alcohol rub succeeded in killing herself—in Trenton, Ill., a prominent business man accomplished the same result by striking a match on his gasoline-soaked trousers after working on his car.

In St. Paul, a hostess, preparing refreshments for her bridge club, pulled out a tea wagon and put an electric percolator on it, the extension cord running across the floor to a base plug. Some minutes later when she went into the front room to summon her guests, her small daughter ran through the dining room, tipped over the cord, and died from the resulting scalds.

In Cincinnati, a man put his cold

feet against a stove and dozed off to sleep. He died a week later from an infection resulting from the burn he suffered. And in Marietta, Ohio, a man stood with his back to the fire—so close that his clothing ignited and burned him to death.

Truly, there are many, many ways in which we can get into trouble with fire. And one by one the thoughtless try them all!

A Practical Suggestion

HERE is a chance to do something practical to eliminate any chance of fatal foolishness in your home. Inserted in each copy of the *Review* this month is a Self-Inspection Blank. Take this home tonight and check it over with your family. The questions cover the ordinary types of fire hazards met with in our everyday life at home. A careful check on these items may uncover some hidden danger that you have never thought of before. Protect those you love the most by giving your home the same careful inspection as the place in which you work.

There is no better time to do this than Fire Prevention Week—from October 9th through the 15th.

SERVICE WITH A SMILE

The genteel motorist had just pulled into the gasoline station for the inevitable gasoline. That being over, the attendant was going through his little ritual.

"Check the oil, sir?"

"Naw, it's O. K."

"Got enough water in the radiator?"

"Yep, filled up."

"Anything else, sir?"

"Yes. Would you please stick our your tongue so I can seal this letter?"

Pitt Panther

On the Morning of September 22

After the Hurricane. These are a few of the sights that could be seen around East Walpole and Norwood: (1) House opposite Hollingsworth and Vase Co. (2) Residence of Ralph Farris on East Street. The porch was entirely ripped off. (3) Walpole Street, Norwood, near the residence of Ex-Governor Allen. (4) Another house on Washington Street near Hollingsworth and Vase Co. (5) The tower of the First Baptist Church, Norwood, after its nose dive. (6) Four trees went down on the lawn of St. Mary's Rectory in East Walpole. This shows two of them, one of which damaged the house. (7) Residence near Bird School in East Walpole. (8) About the only damage at our Roofing Plant was the collapse of the garages with the test roofs. This one partially collapsed, and another one was blown away completely.



BIRD'S NEPONSET REVIEW

Vol. XXVI October, 1938 No. 5

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers
For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.
Shreveport, La.

Advisory Board
P. H. Bailey R. C. Floyd
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Printing Foreman, F. R. Meyer

Success comes in Cans — Failure in Can'ts.

I Want to Better Myself

By Edgar A. Guest

"I want to better myself," he said.
The commonest thought in a youngster's head.

"I want to get out of the place I'm in
To another field where there's more to win."

"Sit down," said the boss, "and I'll tell you
how
You can better yourself where you are right
now."

"Stop watching the clock; give thought to
your task.
Do just a bit more than your chief would ask;

"If you really mean what I've heard you say,
That you'd better yourself, you can start
today."

"But to change your job for a bit more pay
Won't help you much if unchanged you stay."

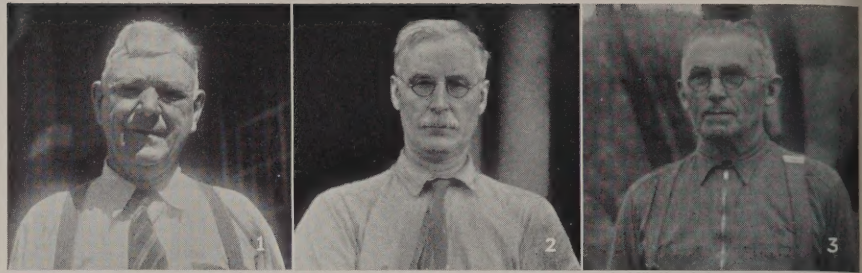
"For here is a truth that all should learn:
The better men labor, the more they earn."

Is Life Worth \$100?

If you are an average driver, you
probably travel 10,000 miles per
year.

According to reliable figures, oil
consumption at 55 miles per hour
is seven times greater than at 30
miles per hour; tire wear at 55 miles
per hour is twice as great as at 40
miles per hour; gasoline consumption
at 55 miles per hour is 25 per cent
greater than at 30 miles per hour;
in addition, there is, of course, a
much greater wear on rings, wrist
pins and bearings.

An average of the above excess



John Dower, Head Piper at East Walpole heads our list of October veterans with forty-three years service completed on October 1. Marshall Grant, engineer, is our oldest veteran in November, with forty-four years of service completed on November 10. Eric Johnson, Finishing Mill, completes thirty-five years of service on November 20.

costs shows, roughly speaking, that
it is four times as expensive to travel
at 60 miles per hour as at 40 miles
per hour, not including the high
cost of breaking all the laws and
ordinances which you may very
well break at the higher rate of
speed.

You will, therefore, probably save
about \$100 per year by maintaining
a reasonable speed, and may very
likely save a human life or two.

Why not try it out—IF YOU
THINK A HUMAN LIFE IS
WORTH \$100?

True Bearings.

Veterans' Service List

We give below the names of those
whose fifth, tenth, and fifteenth
anniversaries fall during October and
November, and of those who com-
plete twenty or more years' service
during these months.

OCTOBER

	Years
John Dower	10-1-1895 Maintenance 43
Chas. T. Derry	10-12-1897 Retired 41
H. L. Engley	10-9-1901 Roofing Plant 37
Victor Purdy	10-12-1907 Maintenance 31
Alice Fales	10-28-1907 Office 31
Jeremiah Cullinane	10-10-1910 Maintenance 28
Nils Lindequist	10-11-1910 Flooring Plant 28
John Foley	10-4-1911 Roofing Plant 27
Antonio Wosniak	10-11-1912 Flooring Plant 26
John P. Dolan	10-31-1912 Box Sales 26
Mary B. Foley	10-14-1913 Office 25
Michael Curran	10-19-1913 Flooring Plant 25
Ludwig Anderson	10-30-1913 Maintenance 25
Michael Uzdavins	10-5-1915 Paper Mill 23
Julia Dolan	10-16-1916 Box Shop 22
Michael Damules	10-16-1916 Roofing Plant 22
Lawrence Doane	10-30-1916 Paper Mill 22
George E. Smith	10-27-1917 Roofing Plant 21
Catherine Brady	10-7-1918 Box Shop 20
James Duda	10-14-1918 Paper Mill 20
Pasquale Accerino	10-4-1923 Flooring Plant 15
A. J. Quackenbush	10-5-1923 Flooring Plant 15
John C. Seastrand	10-8-1923 Paper Mill 15
Domenic Cisternelli	10-9-1923 Roofing Plant 15
Richard J. Kenneally	10-10-1923 Office 15
F. Roy Cooper	10-15-1923 Main Office 15
James Garner	10-15-1923 Flooring Plant 15
Hugo Salamaa	10-16-1923 Flooring Plant 15
Guptil Fillmore	10-18-1923 Flooring Plant 15
Joseph Daisley	10-19-1923 Flooring Plant 15
John Waltonen	10-19-1923 Box Shop 15
Michael Flaherty	10-23-1923 Box Shop 15
Peter Flaherty	10-26-1923 Paper Mill 15
Carl Brennan	10-29-1923 Flooring Plant 15
Frank Hartig	10-8-1928 Box Shop 10
John Walsh	10-18-1928 Box Shop 10
John J. Barry	10-29-1928 Traffic 10
Louis Hertel	10-29-1928 Box Shop 10
Angelo Macchi	10-2-1933 Flooring Plant 5

Stephen Joyce	10-3-1933 Paper Mill 5
Guerino Pagliari	10-2-1933 Paper Mill 5
Elizabeth Connolly	10-2-1933 Paper Mill 5
Bernice Bechunas	10-2-1933 Office 5
Mickele Lamonica	10-2-1933 Maintenance 5
Esko Gronroos	10-2-1933 Box Shop 5
Wm. Nolan	10-2-1933 Box Shop 5
John Phelan	10-2-1933 Box Shop 5
George Lane	10-6-1933 Roofing Plant 5

Chicago

Erich Gach	10-14-1918 Superintendent 20
William Bennett	10-2-1923 Plant 15
John Clifford	10-16-1923 Plant 13
Margaret Thompson	10-29-1923 Office 15

Berry Asphalt

T. O. Whitehead	10-1-1928 Box Shop 10
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Phillipsdale

Leslie E. Howard	10-10-1923 15
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Canada

A. K. Fletcher	10-17-1933 Montreal 5
W. A. Robertson	10-17-1913 Halifax, N. S. 23
F. G. Gronau	10-16-1928 Ontario 10
L. J. Paquet	10-20-1912 Pont Rouge 26
A. J. Lehouillier	10-21-1912 Pont Rouge 26
L. J. Defoy	10-25-1933 Pont Rouge 5

NOVEMBER

Marshall Grant	11-10-1894 Power and Steam 44
Ernest Stather	11-18-1901 Box Shop 37
Eric Johnson	11-20-1903 Paper Mill 35
P. H. Bailey	11-1-1904 Vice-President 34
Timothy Reardon	11-12-1907 Maintenance 31
Lewis Walter	11-5-1908 Box Shop 31
Michael McDonagh	11-6-1911 Paper Mill 27
Chas. J. Watson	11-9-1912 Roofing Plant 26
Mike Sawkiewicz	11-20-1914 Paper Mill 24
John Moylan	11-6-1916 Paper Mill 22
Anton Blazic	11-7-1916 Paper Mill 22
Marion A. Tolman	11-26-1917 Office 21
Wilmer Wiggin	11-27-1917 Box Shop 21
Walter McDonough	11-4-1918 Maintenance 20
Louis Maيدا	11-4-1918 Paper Mill 20
Margaret Delaney	11-26-1923 Office 13
Edgar M. Grout	11-19-1928 Office 10
Richard Emerson	11-10-1933 Roofing Sales 10
Amelia Galgauskas	11-29-1933 Box Shop 5

Chicago

Andrew Alexander	11-1-1917 Plant 21
Ernest Grosscup	11-1-1917 Plant 21
Della Lyndon	11-1-1917 Office 21
Louis Droege	11-17-1917 Plant 21
John Henehan	11-14-1923 Plant 13
O. G. Youngert	11-21-1933 Roofing Sales 10

Berry Asphalt Co.

Buford Butler	11-1-1933 5
H. C. Martin	11-1-1933 5
Dewey Rhodes	11-24-1933 5
Herbert Marlair	11-1-1933 5

Phillipsdale

William Livingston	11-4-1910 28
Manuel Costa	11-9-1923 13
Harold Hyde	11-9-1933 5

Canada

J. C. Lamothe	11-10-1910 Pont Rouge 28
E. J. Petit	11-4-1910 Pont Rouge 20
H. J. Leclerc	11-11-1918 Pont Rouge 20
E. J. Leblond	11-16-1928 Pont Rouge 10
J. E. Vannest	11-28-1933 Verona 25
P. Reid	11-15-1913 Montreal 25
G. Hershfield	11-5-1928 Montreal 10

Correction

The following September anniversaries were omitted through error:

John Clancy	9-7-1909 Box Shop 25
Louis Dalsever	9-20-1909 Roofing Plant 25

Michael Costello	9-26-1909	Paper Mill	29
R. C. Floyd	9-20-1911	Vice-President	27
Herbert Jepson	9- 3-1912	Roofing Plant	26
Domenic Treventi	9- 5-1912	Roofing Plant	26
John Wosner	9-13-1912	Flooring Plant	26
James Sword	9- 9-1915	Roofing Plant	23
Roy Packard	9-13-1915	Roofing Plant	23
Wm. Koehler	9-13-1915	Maintenance	23
Wm. F. Sline	9-28-1915	Roofing Sales	23
John J. Burke	9-29-1915	Paper Mill	23
		Supt.	23
Gustaf Mauritz	9-13-1916	Roofing Plant	22
Samuel H. Kay	9-20-1917	Maintenance	21
John D. Hurley	9-24-1917	Roofing Plant	21
Victor Burrell	9-24-1917	Paper Mill	21

Peter Didicks

PETER DIDICKS, a cleaner at our Floor Covering Plant for over twenty years, died at the Norwood Hospital on August 24, 1938.

He collapsed at work that morning and was given medical assistance immediately by Dr. Field at the Flooring Plant hospital. Later that morning he was taken to the Norwood Hospital.

Mr. Didicks was born in Lithuania. He came to Bird & Son in October 1917 at the age of 39. After working for a few days at the East Walpole plant, he was transferred to the Flooring Division as a member of the Cleaning Department.

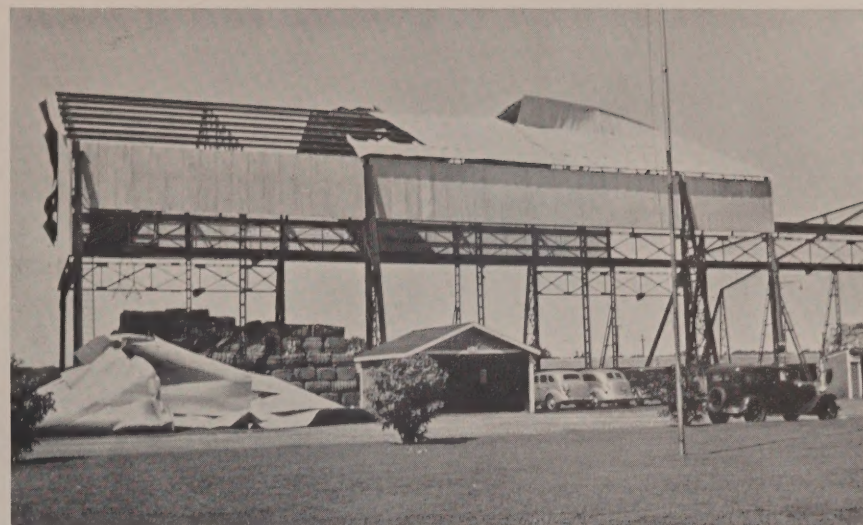
He is survived by his wife and two boys, John and Peter, both of whom work for Bird & Son. John works in the Undercoat Department at the Flooring Plant and Peter in the Shipping Department at the Roofing Plant. To the family we extend our sincere sympathy.

Safety Record Spoiled by Six Accidents

AFTER going the entire month of July without any accidents, it is too bad that we now have to report six accidents which have been added to the books since then.

The first of these dates back to the 1st of June, although the man did not start to lose time until the 3rd of August. Thomas Foley, Maintenance Department, on June 1st wrenched his back while lowering a pump top with a chain falls. Because his back did not improve, he was forced to leave work on August 3rd, and he is still out.

On August 6th, Michael Morrissey of the Roofing Machine wrenched his back when moving a waste slate



Is it iron or is it paper? Believe it or not, this is what the tornado of August 27th did to the Corrugated Iron Roof of one of our Phillipsdale Storage Sheds. This was further damaged by the recent hurricane.

hand truck. The wheel of the truck caught in a trench plate on the floor, and jerked the handle on which he was pulling. He has not yet returned to work.

The second accident in August occurred at the Solid Fibre Finishing Department. Bernardo Maini strained his back while moving a load of stock. He lost his balance when his foot slipped on a piece of paper. The injury caused him to lose three days' time.

The most serious accident of the month occurred to Frank Kissell of the Flooring Machines on August 25. He was adjusting the spit guard on a paint box while the machine was running, and his right hand was caught between the paint box and the print frame, causing him to lose his index finger and receive a compound fracture of the middle finger. He is still out.

There are two accidents to report for September. On the 6th of the month Ernest Smith, worker in the Flooring Shipping Department, strained muscles in his shoulder region while piling a roll of Rug Border. He lost five days time.

On September 27, Herman Lauble suffered a painful injury to his left hand and arm. He was feeding stock into the combiner rolls when his hand was caught and drawn into the rolls to the elbow. He fractured a bone in his hand, another in his wrist, and received lacerations on his fingers, as well as a contusion of his arm. He will be out for some time.

Notice that four of these six acci-

dents have all been strains of the back or chest muscles. Proper lifting at all times and extra care when handling heavy materials are the only ways in which we can guard against similar injuries in the future.

What's in a Name?

Is your name Smith or Johnson? If so, you have the distinction of topping the list for the most popular names at Bird & Son.

A recent check at the Personnel Department revealed 32 people by the name of Smith, and 29 Johnson's. Next on the list come the White's and then in fourth place come the Anderson's. Six names tie for fifth place, the McDonald's, the Rafuse's, the Foley's, the Connolly's, the Curran's and the Walsh's and Welch's (together), with 11 each. Other names found in "profusion" are 9 Ross's, 7 Murphy's, 7 Walker's, 6 Folan's, and 6 Sheehan's.



A Word to the Wise
is sufficient.

If you are subject to frequent colds, try the cold serum treatment. Make arrangements at the Plant Hospital NOW.

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
L. T. Harriman

Ruth Milliken
Pauline Ransow
John Murphy
Dorothy McEleney

Ruth Anderson and Josephine Survilla drove out to Minneapolis, Minn. on their vacation, and report a very nice trip.

Mary Stone has been to Virginia again. How many times does that make, Mary?

A very pleasant week at Little Neck Beach, Ipswich, was enjoyed by Eleanor Badger of the Credit Department. She came back with evidence—a very good tan, which by now is pretty well worn off.

Alan Shaw has been playing golf down at Scituate most of these past week ends. If this game of golf only consisted of driving, Al certainly would go places, perhaps even to Oakmont C.C. for the national championship.

Farmer George

"Chick" Campbell has been feeding his department delicious peaches and apples raised on his estate. My, how those two girls can eat!

Eddie Tarr tried his hand at golf over at the Sharon C.C. recently. Ed sure takes a wicked "cut" at the ball. We know, because we saw several "smiles" he put in 'em.

Charlie Sumner journeyed to Montreal or thereabouts, and helped marry off his brother-in-law and send him off rejoicing.

The Stenographic Softball team still seems to be doing all right. They haven't lost a game yet and hope to come through with flying colors.

Among the newcomers we welcome are Pauline Babel and Edith Hood in the Stenographic department and Michael Burke and Harry Angus in the messenger service.

Surely you have noticed Bertha Broadley's new coiffure. We think it a most charming manner of dressing the hair. Olivine Tetrault has had hers done, and so has Peg Owen. Next?

Anna Roundy of the Collection Department toured around Maine the early part of September and enjoyed some very lovely boat rides along the coast.

Louisa Graham has been recovering from an

Ruth Davenport, daughter of Henri Davenport, Assistant Treasurer, on vacation in Maine.



operation. We miss you, Louisa, and hope you will hurry back.

Now you tell one.

Last year when Betty Lamore was in the hospital for an appendectomy she had the following experience, we are told: After she came out of the ether, she said "Thank heaven that's over!" Another patient, overhearing her, said, "Don't be too sure, because they accidentally left a sponge in me and had to operate again to get it out." A third patient then said, "And they left an instrument inside me by mistake." Just then the doctor came in and said, "Has anyone seen my hat." Betty fainted!

Extra! Imagine a fellow breaking two golf clubs in one round and not emitting any strong language. Yes, it actually happened. George Campbell was the unfortunate golfer. We were rather disappointed, because the occasion really called for at least one or two good "gosh darns."

The White Mountains certainly did enjoy Herb Schaefer's visit, and vice versa. Herb brought back some very good pictures of the country around the Old Man.

We are sorry to learn that our mail box filler-upper, Vera Ransow has been transferred to the Multigraph Department, because we shall miss her; but we wish her the best of success on her new work.

What's the story?

Veronica Makarevich reports a "dandy time" on her vacation which she spent in upper New York State. The way she says "dandy" would start one wondering just what is behind it all. Fess up, Veronica.

Look out for eye strain.

The Stenographers seem to be doing all right for themselves. Those blinding lights you see when you enter the department are only diamonds. We don't know what came over them all of a sudden, but things seem to be happening pretty fast down there. Ida Milesky and Dot O'Kane are the two latest.

Don Eaton says an office job gives one a polish—on the seat of one's pants!

Golf-Sailor

Marion Tolman mixes her golf with sailing. Sounds odd, doesn't it, but, alas, it's true. She tacks from one side of the fairway to another. We understand she answers to the name of "one way Tolman" now.

Lillian Bartsch is sporting a new car with a driver's license to match. Nice going, Lillian.

Paper Mills

Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse

John Wytonos

Sophie Novick
Mary Driscoll
Peter Globus
Joseph Jarlis
Donald Ross

Our deepest sympathy to Perley Mudgett, whose father died August 8.

Herbert Badger spent his vacation with his family at Little Neck, Ipswich, Mass., with journeys to all the New Hampshire and Maine beaches as far as Old Orchard. After viewing the 1938 styles in bathing suits, Herb says he knows what makes the wild waves wild.

Sophie Novick, Secretary to Mr. Conrad, leaves us soon to be married to Francis Nevins, of our Flooring Shipping Department. Good luck to them both.



Review Correspondents at the No. 2 Box Shop. Back row, Josephine Rose, Vaughn Allen, Rose Ruggiero. Front row, Alma Walsh and Olga Eysie. Alice Brady is also a correspondent from this section.

Congratulations to Mr. and Mrs. Perley Mudgett on the birth of a son on August 25th.

J. E. Smith spent part of his vacation at Brant Rock.

John Seastrand and family vacationed at Swift's Beach.

Mr. and Mrs. Frank Massey went to the Legion Convention in Los Angeles, California.

Herman Nordstrom spent one week of his vacation painting his house.

Walter Bisdnack took short trips during his vacation.

Everyone is wondering what John Linnehan will do now that most of the trees have been blown down in the Bird Park.

John Walsh of the Stock Transfer Department has returned from a vacation spent touring New York and New Jersey.

Mytro Korbut is about to start building his new home. We hope he has it completed before winter sets in.

During the recent storm Coleman Howe was knocked off a chair to the floor of his house, but he claims he isn't afraid of the Big Wind.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

We sympathize with the family of William Callan in the recent death of their daughter, Marion, at the Rhode Island Hospital.

History was made at Phillipsdale when on August 27 we were visited by a miniature tornado which tore off part of the roof of our new rag storage building, DP39.

Some of the boys are looking forward eagerly to another season of bowling, especially Tixie Billings who is always way up among the tops.

We seem to be continually hearing stories of big fish caught in the neighboring waters. Walter Gill has been either catching or chasing some big sea bass and Ed Vatcher has been telling us about the monstrous eel which he finally captured.

The boys congratulated Ed Kelly on a Monday morning recently when he appeared for work without a whisker. He looked rather



Ernest W. Oakes, Jr., five year old son of "Irish" Oakes of the Stock Transfer Department, demonstrates how to acquire a real sun tan.

pale but the boys know who he was by the locker that he used.

Vacations recently included Scotty Gibb's visit to the Hamilton mill in Ontario, Fergus Christie's and Joe Wynne's visit to Canada, and Joe Queenan's and Louis Doyle's visit in the South (what a place to go in the summer). Willie Banks and Jack Reynolds spent their time adding to the improved property at Green Hill.

John Cyronak is receiving congratulations on the birth of Charles Anthony Cyronak on August 8.

Box Factories

No. 1 Box Shop

John P. Walsh
Earl Boyden

John Phelan
Helen Sironka

Herman Lauble's great Westwood Softball team went down to defeat at the hands of Pat Sylvester's All Stars. Final score: 33-10. Enuff sed!

What again?

Jim Ellis and new cars are synonymous. This time it's a Packard coupe. Jim needs a heavy car to get out of the mire up in the "bush."

We are all sorry to hear of the serious accident to Mrs. Arthur Connolly. We all wish her a quick and complete recovery.

Vacations at the Combiner room include: James Donahue in Quebec, John Dixon, Nova Scotia, Gus Hogan and John Cooke in New Hampshire, Vincent Lestan and Patrick Sylvester at Cape Cod. Herman Lauble toured the New England states.

John Barrymore Cononi is making his personal appearance at the Mansion House in Wayland. The Wayland boys are just out of luck for a while.

Esko Gronroos is now a proud papa. The new arrival is Paul Curtis Gronroos. Congratulations!

Jitterbug.

Gus Hogan is keeping the Combiner room boys posted on all the latest dance steps.

Harold Watson of the shipping department is the proud father of a baby boy.

Bill Nolan spent his two weeks' vacation going here, there and everywhere.

Bill Stanovich popped the question; the answer, we do not know. For further information see the next issue of the Review.

Michael Verderber, our official weather forecaster, predicts a tough winter. (Note: He did *not* predict the big blow we had.)

Emilie Carr has been operated on for appendicitis. We hope to have you back soon, Emilie.

We welcome back Frances Maroney to the Corrugated Finishing Department.

Wear a Helmet, Jack.

It seems as though Jack O'Donnell just can't protect his head from being hit by something. This time a branch fell and he received a swell scratch during the hurricane.

How come Henry Ceglarski is always finding excuses to walk through a certain department at the Box Shop? Can it be a girl, Henry?

No. 2 Box Shop

Olga Eysie
Josephine Rose
Alice Brady

Alma Walsh
Rose Ruggiero
Vaughn Allen

We welcome Christine Scherer back after her long illness.

We are sorry to report that John Wilkes is still out sick.

Amos Dixon spent his two weeks' vacation in Nova Scotia, and reports that he enjoyed himself immensely.

Robert Patterson spent his vacation here and there.

Jack White went off and got married on his vacation. Mrs. White was formerly Frances Dray of the Flower Pot Department. We wish them both the best of luck.

Alice Brady and Rose Ruggiero took a boat trip to New York over Labor Day week end, and report a grand time.

"Boots" Barrett is the proud daddy of a baby boy, Alan, born August 2.

Helen O'Malley spent an enjoyable Labor Day week end on an auto trip to Washington.

Herbert Palmquist is planning to motor to Chicago on his vacation. Have a nice trip, Herb!

Rose Tronti is back with us, after a brief illness, and it seems good to see her back.

Victor Taggart spent the Labor Day week end in the White Mountains.

Mr. and Mrs. Tony Lorusso (Mrs. Lorusso was formerly Louise Capone) were married September 9th, and are now honeymooning in Florida.

Roofing Mill and Office

George Lane
Stanley Phillips
John White

Harold Mattson
William Percy
Bruce Farrar

Maxmillan Rabinovitch

Fine work, Stan!

Stanley Phillips has finally done it. After several years trying, he won the annual Bird Club tennis tournament, defeating Carl Clem in the final round in a torrid five-set match.

Recently we have had an epidemic of eye trouble at the Roofing Plant. We know that Enrico Macchi's trouble was getting dirt in his eye, but although we have heard that Louis Carrieri and Charley Casey ran into doors, we have our doubts.

Eddie Wormald has returned from a week's vacation at Hampton Beach.

Ralph Kemp is back after spending one week touring Maine and New Hampshire and one week of camping at the Cape with his family.

John Perekslis and John Pazniokas have been splashing in the pool at the Boston "Y". Both are members of the first team.

Jack Taft sailed down the Maine coast on his vacation. He was marooned on an island for most of the two weeks but the sailing was fine, nevertheless.

Everett Jarvis has purchased a 1933 Plymouth Roadster.

Francis Nichols has a 1931 Ford Coupe. Should have bought a sedan, Frannie.

We are glad to hear that our old friend Herb Snell is getting along fine after his recent operation at the Norwood Hospital. Hurry back, Herb!

Didn't work.

We understand that Milton Beasley and George Smith resolved to give up smoking recently. But—our undercover agents report that this is another of those broken resolutions.

Perhaps the salt air agrees with Ray Bearce. He reports that he shot the best golf of his career while on his recent vacation at Bristol, R. I.

We are all wondering who Dan Keady's fair admirer can be. Every once in a while he gets a nice card from her.

Among the vacationists—Felix Carlson, short trips, Joe Guertin, a tour of Maine, Bill Bothwell, Duxbury, Tony Utorka, Middle West, Philip Holden, Bangor, Maine, Al Whitmore, Northern Maine, Charlie Savage, Vermont.

Granville Baker has just returned from a vacation at Washington, D. C. We hear that he didn't get to see the President, but he saw everything else.

Joe Purpura has recently become engaged. Congratulations, and remember, there is no excuse for speeding now.

Well, the checker game is still on between Eddie Wormald and George Smith of the Granule Plant. Ed is now one jump ahead of George, having moved from Canton back to Walpole. Your move next, George.

We are glad to have Patsy Rizzo back with us after having a week end accident in which he was badly marked up. Watch out for stone walls, Patsy.

Pat Barrett made a flying trip to Bridgton, Maine, and says that now he knows how Lindbergh feels.

Here's hoping that by the time this is printed Pat Feeney will be back with us as hale and hearty as ever.

From her highchair, Nancy Lou Hartford, seven months old daughter of Louis Hartford, No. 1 Box Shop, says "Hello."





The derby, the collar and the tie all date this picture in 1901, and in case you are interested the man wearing them is John Graney of our Roofing Plant. The other gentleman is a friend from out of town.

Louis Cataldo has taken up building wreck-iron for a change. What's the score, Lou?

The boys have been feeling sorry for Bill Slattery. His wife and children have been visiting relatives in Nova Scotia, and Bill has had to shift for himself.

We are glad to have Tony Renda back with us after quite an absence.

It's about time for Dick Stoddard to start raving (and do we mean raving!) about his annual trip to Maine in search of deer. If he gets one, it means that we will have to suffer all over again when he gets back.

We welcome the following new workers at the Shipping Department: Michael Silvestri, Peter Didick, Malcolm MacDonald, Joseph Destito, William Golden and John Doyle.

News briefs of the Accounting-Roofing Softball game—

Roy Walton must have been plenty scared at that first inning rally of the Accounting. His features were chalk-white for the remainder of the game.

Mickey McSwain gave a masterly performance, both in the field, where he made a sensational catch that saved the game, and on the sidelines where he did a grand job of rattling the opposing pitcher—and boy, can he rub it in.

As a pitcher, Ed Hiller passed the grade, but in this particular game, his fielding would have been much better if he didn't trip, or sit down every time a ball came at him. We know it was slippery—but!

That early season flash, Charlie Seavey, has given up active participation on the soft ball team, but he was a critical spectator at the game.

All in all, it was a very enjoyable game, with the Roofing Mill coming out on top, 5 to 4.

William Percy spent one week in Inverness, Nova Scotia, and one week in New York.

Jack Bailey spent his vacation on the good old farm in New Hampshire.

"Susy-Q-uinn"

Joe Quinn is in about four "jitterbug" contests each week now. He can be seen doing the "Susy-Q" and the "jive" noon hours at the Brigade Room.

Don Frazier was the "mayor" of Lake Bomoseen for a week about a month ago. We are still hearing praises about this summer resort. Maybe Don has begun an early campaign for next summer's business.

Captain Stanley Jurgelevich had one week of sailing on his S.S. Pontiac, sailing from Savin Hill all down along the Cape.

Patsy Rizzo is spending one week in New York, visiting with friends.

Leslie Forrester is getting his winter straw-

berry bed in A-1 condition for the Christmas rush on strawberries.

Jim Hamilton and Perry Crane were content to spend their vacations at home.

Flooring Mill and Office

Angelo Macchi
Thomas Paquette
Lawrence Gammell

Leon Zinkowsky
Albin Vietze
Thomas Burns

Fishermen, Attention!

All fishermen entered in the Flooring Pickerel contest take notice:

Larry Hewins has a novel idea for getting a large pickerel to enter in the contest. Catch a small pickerel, break all bones in backbone, then hang fish over the stern of the boat, with a pound lead sinker suspended from its mouth. The above procedure is repeated until the desired length is obtained. Hewins claims excellent results are obtained.

Another method, used by Fisherman Clem, is to open a dam and have Bert Seekins and "Backlash" Wilson down below with a net. A great choice may be had by this method.

Some one in the Undercoat Department has suggested that a sure way to get big ones is to hang around where a lot of youngsters are fishing and meet their prices on the large ones.

It looks as if, with all these sure methods, our leading contestant, Carl Brennan, had better employ a few tricks of his own, if he wants to end the season victoriously.

Art Department Beware! We have a prodigy painter in Jimmy Porter. A sample of his heretofore latent artistic ability may be seen surrounding his sturdy Dodge. Jimmy will consider doing other work providing he has the proper temperament and is given sufficient pecuniary reimbursement.

Wilho Waukhonen, one of our most eligible bachelors and the cause of many a feminine heart flutter (so he says) has discovered a haven of refuge at Martha's Vineyard. He has also spent many a week-end there, beside his vacation. We wonder who the skirt is.

Oiva Eklund has recuperated from a recent appendectomy.

More about fish.

On August 28, Gordon Ginn, Frank Shimsky, Edmund Johnson, Stanley Alukonis, Roscoe Shorey, Garnet Patterson, John Olson, Peter Frain, William Fitzgibbons, Carleton Rafuse, and five other friends met at Norwood and proceeded to the Savin Hill Yacht Club in Dorchester. Here Ben Baranowski had the good ship Pontiac in readiness, and Ben himself served as skipper.



Gloria Pennington, granddaughter of Edward Rafuse of our Store Room. Gloria was a pupil in Ruth Moorland's Dancing School, and appeared in this costume at the recital in June.

After arriving at the fishing grounds, Alukonis caught the first fish, a whopper of a cod weighing approximately fourteen ounces.

Rafuse caught a lot of fish, but they were mysteriously missing when the boat got back to shore.

There must have been some fellows who left for the trip without eating any breakfast, because several lunches also disappeared during the trip.

Everyone had a great time and all of them especially enjoyed the sail back to the Yacht Club.

Time to retire.

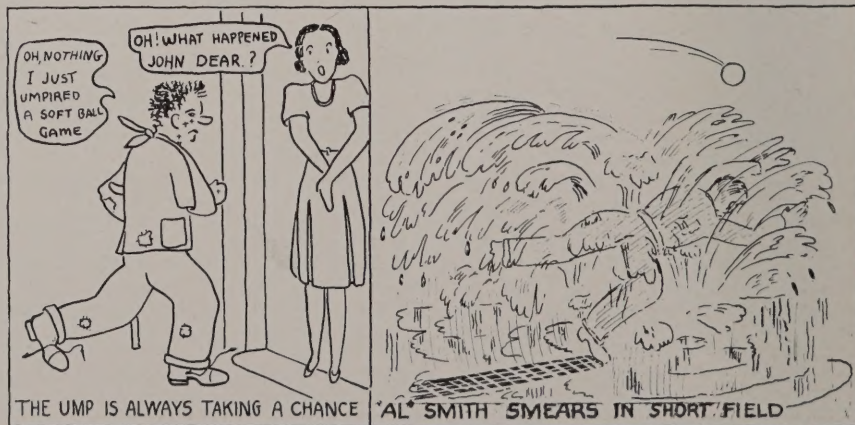
Old Father Time has reaped down two more old timers, Sam Steele and Bill Quinn. They succumbed to the vicious attack of younger horseshoe pitchers in a recent tournament. Boys, maybe this is a good time to retire.

Science Speaks! Walter Wallis has made the startling discovery that butterflies originate from grasshoppers.

William Cherry lost an eyebrow recently, but found it growing on his upper lip, 'neath his nose. He says there's nothing like it when drinking the morning coffee, for he also gets a taste of last night's soup. Watch for later issues of the Review for further developments.

Charlie Letts has purchased a new to him car and acquired a driver's license, and now to complete the picture he will probably be kid-

Softball Casualties



napped by some fair young maiden thereby reducing our eligible bachelor list.

Lawrence White recently traded his Chrysler for a Chevrolet. He says the Chrysler used too much gas on his frequent trips to Plum Island.

Chicago Mill and Office

Gladys Davis
Raymond Gusick

Edward Stadt
E. G. Manteuffel

Globe Trotters:

The vacations this year in the Chicago office sounded like very interesting experiences.

Gordon Lampton motored to Wichita, Kansas because of his heart trouble. Her name is Louise and she is now wearing a diamond.

Ralph Wohlberg went back to the simple life, spending his vacation on a farm pitching hay. (Did you "pitch any woo", Ralph?)

Harold Altman, his brother Roland and Wallie Manteuffel told some tall fish stories from Pine Lake, Wisconsin which were almost convincing.

Ray Evers spent two weeks at the home of a friend at Silver Lake, Michigan.

Lenore Falstrom did some plain and fancy dancing at Paw Paw. Woo woo!

Eleanor Bree "went home" to Hubbell, Michigan.

Virg Szukalla, Ann Guerin, Irene Kelly and Mary Miller, a friend of theirs, made an extensive trip to the west coast, taking in Hollywood, Los Angeles, Lake Louise, Banff and many other interesting places.

The twins, Edith and Frances Johnson, spent a vacation with their mother in Wisconsin.

Gladys Davis and her sister had a very enjoyable trip this year, stopping at Washington, D. C. before going to New York to embark for a trip to Bermuda.

E. G. Manteuffel spent his vacation in and around Wisconsin. We understand he was quite a sensation in his white suit while on his vacation.

Bob Becker was one of the "stay at home" vacationists and kept down his avoidpoups by playing golf. We understand he shot a 71 on Cog Hill Golf Course, which was one under par.

Phil Ekman spent his vacation on a farm. He got quite a lot of target practice on rats and bagged a gray horned owl.

Emmet Oakes was another who heeded the suggestion to "go west," taking in about the same points as did Virg, Ann and Irene.

Somewhere in California W. W. Wilson, Western Roofing Sales Manager, tried his hand at the wheel of this 1907 Mitchell.



A snapshot of the fishing party which ten Flooring Plant workers enjoyed on August 28. A "fish-by-fish" description will be found in the notes.

Baseball Notes

The team finished in 8th place this year as compared to 13th place last year. In view of the keener competition this year, we feel that's a very good showing.

The boys looked grand in their red caps and sweaters with "BIRD & SON" in big letters. All that was missing of the uniforms were the pants.

The honors for being the most loyal rooter go to Ray Young, who missed watching only those games played while he was on his vacation. He is of the opinion that the Chicago Soft Ball Team could pin back the ears of the East Walpole Office Team.

When Harold Altman took over the managing of the team, he blossomed out in a beautiful, shiny, bright red satin baseball cap. Yahoo!

Another scribe makes good. A lot of luck to Ray Gusick.

Ray Wolf was a recent visitor from Shreveport.

Casanova Bud Lester seems to be in a happy frame of mind. Her name is Stella.

We wish to announce that Doc. White, our rookie curve bender on the Softball team had six wins to his credit during the season.

Lawrence Peterson's dash to home has been revealed. He likes to hear Little Orphan Annie at 5:45.

Besides having a Lone Ranger, we have Herb Schreiber, our No. 1 Tin Soldier.

Chicago's Jitterbug.

Eddie Streik is our No. 1 Jitterbug and he led the local talent last Friday at Hammond's Dance Land. Eddie's latest feat is to teach the late Shipping game to "jitter". This should be somewhat of a problem.

The morning Ping Pong session always finds the Lone Ranger and his stooge, Rollo Hasen, at the short end of the score.

Tyrone Power has a new rival in John Cozzi.

Tsk, Tsk!

In one of the last games of the season, Wallie Manteffel was caught napping on first base by a quick throw from the pitcher. Must have been something he et.

Love in Bloom

Jean Falstrom had the girls at the office all a-twitter, and the boys broken hearted on September 8 because she was wearing a diamond on her left hand. We wish you a lot of happiness, Jean, because we all think a lot of you.

We also want to wish all good things to Mildred Lund, who became engaged too a short time ago.

Walter Winchell told us of one more engagement in the office. It hasn't been announced, but it's so.

Welcome

Even though Vange Burnett has been in the Sales Department but a short time, he has proved to be a "regular" fellow and we want to take this opportunity to wish him luck.

Ode to Becker

Most any golfer, poor or rich
Would never count the cost
If he could find a golf ball which
Would bark when it was lost.

Rushing the Season

Believe it or not—a lot of our Christmas card orders have already been taken and delivered. Judging from all the floods we've been having in and around Chicago, a water-wing salesman could reap a neat harvest.

Tee Hee Department

Ants may be the hardest working creatures in the world, but somehow they find time to attend all the picnics.

Shreveport Mill and Office

Harvey Beauchamp

Charles Houghton

Or Tasket

Johnnie Scheen is about to sport a new brown and yellow auto. Willie Smith says it should be called a "Tisket-Car."

The Shreveport Plant enjoyed a friendly boxing match the other day. "Hammerhead" Sanders and "Floogie" Thompson, "Floogie" is the present champion.

Dick Potter showed up after his vacation

Jean Falstrom, Chicago Office, and Earl Lamparter (not a Bird & Son worker) whose engagement was recently announced.



with a new Ford and a new pair of colored glasses.

Rumors have it that Bill Motes is thinking of taking the fatal step before the first of the year.

The Brigade Room is full of famous fish yarns—maybe the fishing is good.

Shreveport welcomes Wally Overholt, Joe Lance and Frank Schnolis from Chicago.

Wally Bauer is now a suburban resident of Shreveport, having moved to a new home at Blanchard, La.

Johnnie Van Brussel and Willie Smith are still trying to compete with tearing down bridges.

We welcome Thrya Carter to our Office gang.

Congratulations to Mr. and Mrs. George E. Mahoney of 3438 Rankin Street, Dallas, Texas, on the arrival of James Philip Mahoney on August 20, 1938. To them goes the distinction of having the first "future Bird Salesman" born in the Southwestern Division.

On August 13, Mr. J. W. Tidwell of Birmingham, Alabama, managed to fool a Miss Helms of Birmingham, Ala. and they were married. Congratulations, John, and we wish both you and Mrs. Tidwell all the happiness in the world.

The office had a chance to say "hello" and "good-bye" again to Willie Smith, as he pinched hit while we were without an office boy. Now we welcome George Shaw into the Bird Family as our office boy and "Uncle Sam".

Benjamin Morris is still getting rich with his roofing sales and the aid of the government. More power to you "B" and we wish you would let us in on your secret.

Mr. E. W. Canterbury recently joined the Bird Family as Salesman in the Central Louisiana territory. Welcome Canterbury and keep up the good work.

We also wish to welcome Mr. Blanchard, another recent addition to the Bird Family as Roofing Engineer Inspector. He has already received the title of "Ducky Wucky" in the office.

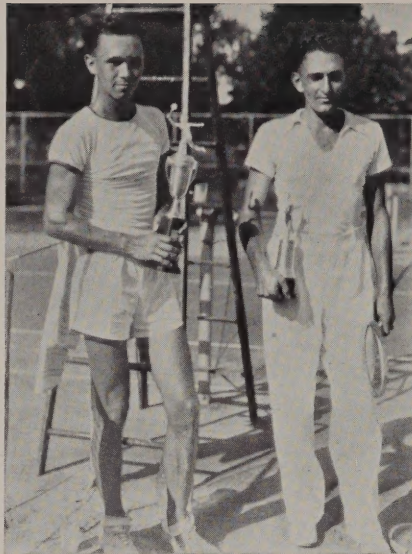
Berry Asphalt Company

Otto Holloway

Buster McGuffin

John Savage

Fresh from Chicago comes Frederick Louis Sauer to the Lab. When first introduced to the boys many thought that Fred was eating a banana but on closer inspection they discovered it was his nose. Now the boys call him "Fiddle foot Freddie with the schnozzle schnozzle."



The finalists in the Neponset Valley Open Tournament — Charles Swanson, Pawtucket, R.I., winner for the past two years, and Walter Levitan of Boston, runner-up.

From the drum yard comes the story that Bill Jinks can eat at one sitting three fried chickens with all the trimmings, a quart of ice cream using a half gallon of buttermilk to wash it down. He will perform any time anyone wishes to furnish the food. The drumyard boys think he is underestimating his ability.

Fred Dixon, keeper of the warehouse, has been issuing gaskets to Benny Williams every morning for the past three months. The other morning Benny asked Fred what size they were and Fred told him—"Boy do you mean to tell me that you have been getting gaskets every morning and don't know what size they are? You are just like a goose, you wake up in a new world every morning."

R. N. Smith and family vacationed in Northern Michigan and Minnesota. Rog put over 3000 miles on his Plymouth and had one small accident when he was within 200 miles of Waterloo. When Rog got back to Waterloo the thermometer was registering around 100 degrees. He said it was tough to take as he had been sleeping under blankets in Duluth.

To the Paper Mills department. There is no "Y" in Winona Lake, Indiana.

Otto Holloway, stillman, is having a hard time getting Doyle Purtle, stillman, to turn the material numbers in on his reports. Otto thinks he will have Doyle trained by Xmas if he keeps improving at his present rate.

Isn't it about time to start playing soft ball again? The hot weather is over.

J. W. Weems spent his vacation in Louisiana. Joe said that he sure got plenty to eat.

Although the bird and duck season won't open for a couple of months, the boys are getting their guns and dogs in shape.

It is rumored that John Savage, purchasing agent, is raising hogs as a sideline. Congratulations, Farmer John!

Carl Hodnett, the salamander kid, had his car stolen at Fordyce the other day and when he found the car it was a complete wreck. Consequently Carl is driving a new Chevrolet.

Lloyd Fairchild, drum yard foreman, just returned from his vacation. He spent it at Galveston and said the swimming was great.

J. C. Honeycutt and Herbert Marear are proud papas. The offspring are fine bouncing boys. This is the first edition for the Honey-

cutts. The Marear family now adds up to four.

Fred and Jimmy Clarke room together at the bunk house. Fred brought a couple of tennis racquets with him and Jimmy sure hopes it will snow this year as he wants to try out those snowshoes.

The grapevine brought us the news that Chester Eberle zipped when he should have zagged. Result—he turned over his Ford. What is the trouble, Eb? Can't you get used to the paved streets?



By Frank Clem

THE tennis season closed with the conclusion of the Daylight Saving Time.

The big event of the season was our Third Annual Open Tournament, which attracted many of the leading players in greater Boston and Rhode Island. The Tournament was won by Charles Swanson of Pawtucket, R. I., who defeated Walter Levitan of Boston in the finals.

The Francis William Bowl Tournament was unusual with its upsets, and its gruelling final match. John O'Kane, the Club's No. 1 player and favorite, was upset by Carl Clem in a semi-final match. Clem was in turn upset by Stanley Phillips in a long five set final match, which found the winner's legs all cramped after sheer determination and grit carried him through. The scores were 5-7, 8-10, 7-5, 6-4, 6-4.

A match with the Woonsocket Y.M.C.A. was lost 3-2.

Roll Call in November



It Happened Here

Concluding Mr. Chamberlain's Article which began in the June issue.)

Art-Bric Siding

Art Bric Siding followed quickly on the Thick Butt Shingle development. Here again we did real pioneering for previous to 1929, siding application companies were unknown, and there was no manufactured product on the market specifically designed for sidewalls. Art Bric Siding so obviously "belonged" in the Building Industry that its use grew rapidly, and as many of you recall this growth was stimulated when we decided to sell the product to our competitors who were keen to sell siding of our manufacture until they themselves could get equipped to produce it. Thus the entire Siding field was rapidly promoted by several companies at once using Bird products.

I am inclined to think that perhaps this development of Art Bric Siding has had a more widespread effect on the industry and trade all over the country than any other one of our accomplishments. For on the foundation established through Art Bric Siding, has been built the entire prepared siding business including the tremendous business now done in Asbestos sidings.

During the worst of the depression years, our siding business was a life saver for our organization. Furthermore, the impetus which began with Art Bric Siding has resulted in the development of other sidings which have been important factors in the operation of our mills, and in giving our customers products that others could not furnish.

Our own granule producing operation is the next important accomplishment, and one of great consequence to our own operation, though of less significance to the entire Industry than other Bird developments.

The demand for brighter colors starting in the early 1930's grew more rapidly than the ability of the Roofing Industry to furnish durable bright granules with the result that many colors inferior in durability were put on the market. Fortunately, we kept away from using them but recognizing the trend, our Research Department set about developing proper artificially colored granules.

Suggestion Awards

AUGUST

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Print "House That Bird Builds" Booklets on Multigraph—Arthur G. Mellin, FC
Elimination of Front Trim on FXRM9—Chester Porter, FXR
Change Art Bric Knife Holders, Corner Strip Dept.—Robert Rush, FC
Steel Run for Carriage Ways of Job Presses—Henry Smith, FXR

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Guard on Big Knife FXCM2—John P. Dixon, FXC
Method of Eliminating Postage Due—Phil Ekman, Chicago
Lights at Asphalt Section of FXCM 1—A. M. Hilton, FXC
Flexible Tubing to Grease Bearings on Elevator—Everett Jarvis, FBW
Art Bric Corner Piece Cutter—James B. Kelter, FBI
Steam Trap on #5 and #6 Stills at FB2—William Letts, FBQ
Guard for Scale at DMP5—Charles H. Locke, EMM
Remove Old Gate Lock on FFPM1—Walter Ryan, FFP
Ductor Blade for Cleaning Boxes—Walter Sword, FFP
Safety Rail on Top of Nos. 5 and 6 Stills—Andrew G. Wright, FBM

John Dixon, FXC, was awarded an extra \$10.00 for having had five suggestions accepted.

SEPTEMBER

The following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Support for Feeding Curled Stock—John Costello, FXG

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Directions Appearing on the One Gallon Cans of Bird Lap Cement—A. C. Berglund, FC
Drinking Fountain at Racine Ave. Warehouse—Ray Engverson, FC
Iron Die Holder for Portable Machine—Wm. Gokey, EMP
Use Old Bushings as Wearing Plates at FBW—Richard E. Gorman, FBW
Method of Keeping Shims in Place—Richard E. Gorman, FBW
Fan on FXC Crane—John Grusacki, FXC
Guide Rail for Waste Chute—Eino Heikkila, FXR
Bracket for Scale—James Hopkins, FC
Guard Rail from Wash Room to Time Clock—Ollie Jones, FC
Hinged Chain Guard on Rewinder—Arnold F. Manchester, DPW
A Brake for Dolly Trucks—Anthony McBride, DPV
Iron Step Over Steam Lines to Paint Shop—John Monroe, EMP
Ductors for H and BM Machines—John Pechulis, EMM
Ductor Blade Steel Holder—W. Joseph Quinn, FBSM
Better Method of Sealing Flower Pot Cases—Winslow E. Whittier, FXB

Richard Gorman, FBW, John Pechulis, EMM, and Winslow Whittier, FXB, were each given special awards of \$10.00 for having had five suggestions accepted.

The Sales Department does not readily appreciate what grueling, discouraging work research may be. For two years we worked developing a process for coloring our surfacing materials worthy of Bird quality standards. During this period we studied everything others had done—made new discoveries in the art of manufacturing ceramic granules—and obtained patents on some of these discoveries. Another two years were consumed in designing and building our plant to carry out these processes.

The final result then is that with the granule plant in operation we have within our direct control the processing of all the raw elements into finished roofing—we make our

own felt, refine our own asphalt, produce our own surfacings.

Most recently we have pioneered in the Weather-Tex idea which we have used in both shingles and sidings and which bids fair to become another progressive step that other manufacturers will follow. Already The Ruberoid Company have taken up the idea in the west.

These things which I have told you about are not fantastic creations of some advertising agency, but cold facts of which I am positive because as you well know, I observed them closely for many years in the mill.

You do not need to get a swelled head, but you can rightfully feel that you and your company are important



Ray Kirk and Curtis Boyden, Jr. standing in front of the house which they have built this Summer. Ray expects to move in before Thanksgiving.

factors in our Industry and not a crowd of ultra conservative New Englanders living in the dark ages. This all comes about because of the basic policy of our institution: To make day after day the highest quality products in our field and to improve constantly and unceasingly these products and reduce their cost of production.

E. L. Chamberlain

Employee Builds Own House

SOMETIME before Thanksgiving Ray Kirk, weigher at the East Walpole Plant, expects to move into his new home on Washington Street, Walpole which he has designed and built entirely by himself.

He started digging the cellar early last May and on June 11th poured the concrete for the foundation. On that day he had eight men working with him so that the job could be completed in eight hours. Since then he and Curtis Boyden, Jr., son of Curtis Boyden, our electrician, have erected the framework, put on the roof, and are now building the chimney. The accompanying picture was taken on September 10th, shortly after they had completed laying the roof with Bird Weathertex 3-in-1 Thick Butt Shingles, Slate Blende.

The house is an attractive Cape Cod style, 20 by 30 feet. A large

living room, a bedroom, the kitchen and the bathroom are on the first floor and will be completed this fall. There is provision for two additional bedrooms on the second floor which Ray plans to finish later. The side-walls will be clapboarded and there will be low terraces at both the front and back of the house.

Although plans for the interior are not yet complete, Ray says that he will undoubtedly use Bird Chromalin on some of the floors and some of our insulating products for the walls.

This is Ray's first attempt at house building, so he is justly proud of the fine results he has obtained. He tells us that most of his information has been obtained from a set of four books, Audell's "Carpentry and Building", which he has used as his manual continually. The house is in a pine grove, well back from the street and promises to be most attractive when finished. Before many months we expect to be able to print another picture of the completed home.



By Frank Eisenhauer

PLANS are now under way for a First Aid Course this Winter for those who are interested. We hope

to get started some time in November. Last year we had a very successful course with sixteen men and women receiving American Red Cross certificates out of an enrollment of twenty.

The qualifications for an American Red Cross certificate are not very hard because all they ask is twenty hours of instruction and practice without being absent from more than two classes. We arrange the classes so they meet once a week for two weeks for periods of two hours each.

The purpose of these courses is purely and simply to train more men and women to know what to do in case of accidents, regardless of where they may be when the trouble occurs. Although there are written tests, no attempt is made to turn the course into a class of English composition. Lack of writing ability will not prevent the person who "knows his stuff" from making a high mark in the course. Our only interest is to train people to become A-1 in the knowledge of First Aid.

Enrollment for the class this Winter will start immediately. If you are interested, send your name and Department Symbol to Frank Eisenhauer at FXP as soon as possible.

Acknowledgments

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mrs. Mary Dalton and family.

In grateful acknowledgment of the flowers and the kind expressions of sympathy extended to us in our recent bereavement.

Mr. John T. Pennington,
Mr. and Mrs. John B. Pennington,
Mr. and Mrs. R. B. Rowell.

Thank you for your kind expressions of sympathy in sending the beautiful flowers to us in our recent bereavement.

Perley Mudgett,
Hazel Mudgett,
Mrs. Harold Jack,
George Mudgett.

We wish to acknowledge with sincere thanks the kind expression of your sympathy.

Mr. and Mrs. John Cameron.

Acknowledging with grateful appreciation your kind expression of sympathy.

William McEntee.

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mr. and Mrs. William Callan and family.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins Individuals
Lock-Butt	BIRD Insulated Bric-Siding	Giant Individuals
Tri-tab Hex		Copper-clipt
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal		Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
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BIRD CHROMALIN Floor Covering

Patterned	Plain	Jaspé	Chromasets
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Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons
Tack and Screw Boxes

NEPONSET Waterproof Paper Flower Pots
Plant Bands
Plant Boxes

Special Papers Division

Index Pressboard	Socket Lining Paper	Rocket Paper
Cartridge Paper and Wad	Fusee Paper	Cushion Plugs
Chip and News Boards	Mill Wraps and Heads	
Dry and Waterproof Papers for Special Purposes		
Industrial Filter Paper	Toe Cap Felt	
Innersole Board	Cloth Board	



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW



VOLUME XXVI

NUMBER 6

HURRICANE RAVAGE NEW



Scene at Onset, Mass. after the tidal wave had receded.

SWEEEPING across New England with the full force of its 90 mile an hour gale, the terrific hurricane on Wednesday, September 21, took a toll of over 600 lives in New England alone, and wrought unbelievable havoc and desolation in hundreds of New England communities. It was a full blown West Indies hurricane, veered off its usual course by an unusual combination of weather conditions, striking one of the country's most thickly settled areas without warning, uprooting trees by the hundreds of thousands, destroying homes, public buildings, blowing down church steeples like tin soldiers and bringing with it a tremendous tidal wave which wiped out entire summer colonies along the shores of Connecticut, Rhode Island and Cape Cod.

In Providence, a square mile of the business district of the city was under water, in places to a depth of 12 to 15 feet. The first floor of the Biltmore Hotel was under water, and cars were floating in the downtown section of Weybosset and Westminster Streets. Springfield, Mass., already suffering from flood waters was hard hit by the storm and received further heavy damage as the crest of the flood was reached the following day.

Flood waters covered large areas near Springfield, Mass.



Front Cover.

A street in down town Providence, R. I., not far from the Biltmore Hotel.

FIRE AND FLOOD ENGLAND STATES

Hartford, Connecticut and dozens of other towns and cities along the Connecticut River were in the very center of the hurricane and received terrific property damage. On Thursday, the flood waters which had already done so much damage in Springfield reached the Hartford section bringing new terror and destruction to communities which were already badly crippled. At New London, Connecticut and at Worcester, Massachusetts, fires broke out and were brought under control only by the most heroic efforts.

From the Connecticut shore, through all of Rhode Island, as far East as Falmouth on Cape Cod damage by the tidal wave was appalling. Popular beach resorts such as Swifts' Beach, Horse Neck Beach, Narragansett Pier, and Watch Hill, to mention only a few, were virtually wiped out. Cottages were reduced to kindling wood and in many sections the entire property was washed away, leaving destruction more complete than a battle ground. The sandspits on which the Rhode Island summer colonies of Misquamicut, Weekapaugh and Charlestown Beach were located, were completely washed away, changing the entire shore line of that



Another town on the Connecticut River which suffered heavily.



Houses at Swift's Beach, Massachusetts were reduced to kindling wood.

section, and rendering all present maps of Rhode Island obsolete.

The section of Massachusetts around Worcester and between Worcester and Springfield was particularly hard hit, virtually every town being without power and many towns without any means of communication. Many New Hampshire and Massachusetts towns were isolated by the rushing Merrimack River, highways were blocked and bridges were swept away. Crawford Notch at the White Mountains was closed by falling trees and landslides. The following morning no milk trains could get through to Boston from New Hampshire. Many communities in Vermont were cut off from communication with Boston and vicinity for several days.

Although public utility companies did a marvelous job in restoring light and power and communication to the larger areas, some smaller towns were without these facilities for weeks, and it may well be months before all such lines of communication return to normal operation.

As soon as the extent of the damage was realized, governors of the various states ordered out the militia to guard the stricken districts and prevent looting. During the first weekend very strict regulations were set up against all sightseers and nobody except actual residents and property owners was allowed in any of the badly hit areas.

RAIL SERVICE DISRUPTED

Rail service between Boston and New York was entirely cut off for nearly three days. Airports called into service all available planes, and did a record business with full passenger lists on every flight.

The first train load of passengers to reach Boston from New York arrived Saturday night, after ten hours and twenty minutes of travel. The original train which left the Grand Central at 10 A.M. was able to get only as far as Saybrook, Connecticut. From there 15 buses took passengers to Westerly where they boarded a second train for Boston. It was a curious mixture of 1938 luxury slowed down to something that resembled the "horse and buggy" speed of travel.

Each day for several days new stories of destruction and havoc be-



All through New England homes were heavily damaged by falling trees. This picture was taken within a quarter mile of the Bird Plant at East Walpole.

came known as word was received from isolated communities. The exact extent of the damage will probably never be known accurately, but even conservative newspaper writers estimate more than six hun-

dred lives lost in New England, more than 20,000 families made homeless, and a total property damage of many millions throughout an area extending from Long Island right through all of the New England states.

REPORTED DISASTER STATISTICS

More than 600 dead in New England.

23,500 rendered homeless.

Property damage exceeding \$500,000,000.

Rhode Island's sandspits washed away, rendering all maps of Rhode Island shore line instantly obsolete.

Massachusetts' farm crop damage between \$3,000,000 and \$5,000,000.

Hurricane off Cape Hatteras at 7:30 A.M. September 21.

Strikes Long Island at 2:45 P.M.

Center of storm just west of New Haven at 4:35 P.M.

At Boston, peak of storm reached at 6:47 P.M.

Wind velocity 100 miles per hour at East Boston airport.

Blue Hill's weather observatory records 111 miles per hour velocity for five minutes and occasional gusts of wind with the velocity of 186 miles per hour.

Official barometer reading at Long Island 27.95 inches. The lowest ever recorded for this district.

The several tidal waves at the Rhode Island and Massachusetts beaches which caused such terrific damage measured 30 to 40 feet in height.

Western Massachusetts areas along the Connecticut River recorded more than ten inches of rainfall in the ten days preceding the hurricane thus accounting for the terrible flood conditions in the Connecticut Valley.

At Springfield and Hartford flood waters reached levels only slightly below the record flood of 1936.

HOW BIRD & SON MET THE SITUATION

WITH the coming of daylight on Thursday morning, September 22, the Roofing Sales Department found themselves thrust headlong into a week of the most feverish activity the Department has ever known. Hours before the opening of the office, customers had started to arrive to inquire personally what we could do to help them meet the enormous demand for shingles and roofings in their storm-stricken territories. By the time the office opened at eight o'clock, everyone was well aware that it was going to be a day such as had never been seen before. Telephone calls poured in from sections lucky enough to still have such service, and all that day many dealers drove in from sections of Massachusetts, Rhode Island and Connecticut to deliver their orders personally—the only way in which they could reach us because of the terrible damage to their communication systems.

Such a demand was placed on the telephone lines which were still operating that local conversations were limited to three minutes and long distance to five minutes. Calls to our Chicago Office, which ordinarily could be put through without waiting, required several hours. Luckily the teletype communication system with the Chicago, Shreveport and New York Offices was not af-

fected, although the wires were so busy that we had to "wait our turn" to get the messages through. Western Union communication was entirely disrupted and not resumed for several days.

Through the lines of communication that were open, arrangements were made with the Chicago plant to rush shipments of Roofing materials into the East immediately. Arrangements were also made with our Shreveport plant to supply certain sections of the South, ordinarily covered by shipments from East Walpole.

Within a few weeks' time several hundred carloads of material had been shipped into eastern and southern areas from these two plants.

During that first day, which will not soon be forgotten by any member of the Sales Department, orders were received for thousands of squares of shingles and roll roofing, and at the end of the first week orders amounted to about 2 months' normal business.

In addition to the urgent appeals from dealers in every corner of New England, the Sales Office was besieged for several days with individual homeowners, bringing samples of shingles with them, hoping to carry back with them enough shingles to repair the damage on their own homes. As we make no retail sales, these numerous calls

only made the situation more trying and confusing. From the very first day, the frantic calls from nearly every section of Connecticut, all of Rhode Island, and large sections of Massachusetts, New Hampshire and Vermont indicated that this was a situation without parallel with such a flood of requests that it was physically impossible to fill them immediately.

The sales force met the situation with the finest of cooperation, working late into the night to clear up all the orders of the day in order that they might be ready for the heavy business of the day to come. Divisional Sales Managers were brought in from the field and kept at the office to help in handling the great mass of orders; the salesmen in their turn worked incessantly, cooperating with the dealers and assisting them in every way possible in their many trying situations.

The entire sales organization worked all day of the Sunday immediately following the disaster, reviewing the situation, and planning for the busy week ahead. There was no "breathing-spell", however, for while they were trying to organize for the greatest efficiency, they received orders for hundreds of cars of Roofing material during the two days, Saturday and Sunday. Because of the emergency the price advance

When railroad service was disrupted, felt from our Phillipsdale Plant, in Rhode Island was delivered to our Norwood Roofing Plant by trailer truck. Left to right: John Doyle, Martin Morrill, Michael Folan, Luigi Cicoloni.



Bird workers picking up shingles at the end of the roofing machine. Left to right: Lauri Jalkanen, Domenic DiAngelo, Antonio Vila Boa, Luigi Carrieri.



scheduled to become effective September 30 was cancelled.

How the mill handled this tremendous rush of business and did its utmost to supply dealers everywhere with the materials they needed is a story told in another column of this publication. Both Office and Mill Departments worked closely together in shipping out tremendous quantities of material as long as warehouse stocks lasted. Every effort was made to cooperate to the fullest extent possible with dealers in every section of New England who were working day and night to meet demands which were far greater than any of them had ever before experienced or dreamed of.

The fact that ten days after the disaster orders were still being received at a rate of two to three times normal indicated clearly that orders had not been placed merely in the excitement of the moment, but actually reflected a tremendous number of roofs damaged or destroyed, which needed immediate attention.

CREDIT ASSISTANCE

In order to give full financial assistance to our dealers and customers arrangements were made immediately with the First Bancredit Corporation to invoke Emergency Clause No. 6 of the Federal Housing Act, which allows a wide latitude in the handling of loans under Title I. An official of the First Bancredit Co. flew here from Minneapolis to cover all the details of the Emergency Plan. Through this advantageous arrangement, it is possible to extend payments over five years,

and also to waive certain requirements as to the percentage of the goods purchased that are Bird materials.

AT THE MILL

For a time on the eventful afternoon of September 21st it looked as though the hurricane were going to pass by the Bird & Son Plants at Norwood and East Walpole without doing serious damage. At about 6:30 in the evening, however, the wind increased in intensity and suddenly without warning picked up a whole section of garages at our Roofing Plant carrying it more than fifty feet, thoroughly wrecking it in the process. Another section of the garages collapsed but was not carried away.

The damage would have been slight and without further significance except for the fact that in its "flight" the garage carried away with it the main power line putting our Roofing and Flooring Plants entirely out of commission. Nothing could have been more disastrous as far as we were concerned. The damage was so serious that it seemed to several plant officials that at least 24 hours would be needed to replace the poles and string new wire of heavy copper capable of carrying 13,000 volts. But the emergency crews went right into action, under the supervision of head electrician, Herbert C. Jepson and worked all night long in spite of high winds, rain and most unfavorable working conditions. At five minutes of seven the next morning the job was completed and power was restored to

both plants so that the morning shift of workers started the wheels turning promptly at seven without a moment of lost time. It was a splendid job of emergency repair work in the face of the worst sort of conditions. Our hats are off to these men who came through so splendidly.

Sensing the emergency and realizing that sufferers in New England would need every square of roofing we could turn out, our Roofing Plant went immediately onto 24-hour production, the two eight hour shifts working twelve hours each until the schedule could be rearranged and additional men brought in to permit operation on three shifts of eight hours each.

RUSH SHIPMENTS

Shipping was extended, and every available worker not needed elsewhere was drafted by the shipping department to help move the good supply of stock in our warehouses. This was cleaned out more rapidly than can be accurately described, from 1200 to 2200 tons going out in periods of 24 hours, setting an all time record in tonnage shipments which will not be broken for a long while to come. As rail service was entirely disrupted to most of the stricken areas, the shipments had to be made by truck, and from early in the morning of the day after the storm until more than two weeks later, trucks of every size and description clustered around the shipping platform like bees. No sooner did one truck get loaded and drive off than another took its place. This continued day and night, week-ends and Sundays without a let-up.

MAXIMUM PRODUCTION

Back in the mill men worked at top speed, realizing how rapidly the warehouse stocks were being depleted and how necessary it was to increase production to the utmost. By their fine efforts, they were able to keep the roofing machines running at maximum speed, hour after hour and still maintain Bird high standards of quality.

The granule plant, which crushes stone from our quarries and colors it



The shipping platform at the Roofing Plant was never any busier than the first week after the disaster. All shipments were made by truck, and activity like this continued day and night and right through the week ends. Left to right: Francis Forrest, Charles Miller, Joseph DeVirgilio, Pierino Palazzo, John McDonald, John Weeks.

(Continued on Page 11)

WHAT MIGHT HAVE HAPPENED

ONE of Bird & Son's long-standing policies has been to keep its plants so well-maintained with modern, up-to-date equipment that the company is able to meet with any situation, short of complete destruction of plant property.

Suddenly, without warning, late on the fateful afternoon of September 21, the Eastern plants of Bird & Son, inc. found themselves in the direct path of a roaring West Indies hurricane which was destroying hundreds of lives and millions of dollars' worth of property, and paralyzing power and communication systems beyond belief. One of the Bird plants in the direct line of this storm was the Phillipsdale, R. I. plant which produces roofing felt, and another was the huge Norwood Roofing Plant which serves the entire eastern section of the country. Without a planned program to meet just such an emergency, these vital plants might well have had to shut down.

To be outside a stricken area and supply materials to the sufferers is

one thing; to be in the heart of the disaster, stricken with flood and complete loss of outside power, and still keep operating at capacity is quite another. This was Bird & Son's situation, and because of important installations, made and well-maintained over a long period of years, they were ready and able to swing into full production the very next day.

On the day of the storm Bird & Son happened to be operating in parallel with the Edison Company, that is, with our power station supplying part of the power, and Edison supplying the rest. Under such conditions the voltages from both sources must remain constant and equal, or else there is danger of essential equipment automatically shutting down, because of lack of power, or because of too much power.

About the middle of the afternoon, it was reported to our Chief Engineer, P. A. Guttormsen, that there were great "surges" in Edison's power that might cause danger to

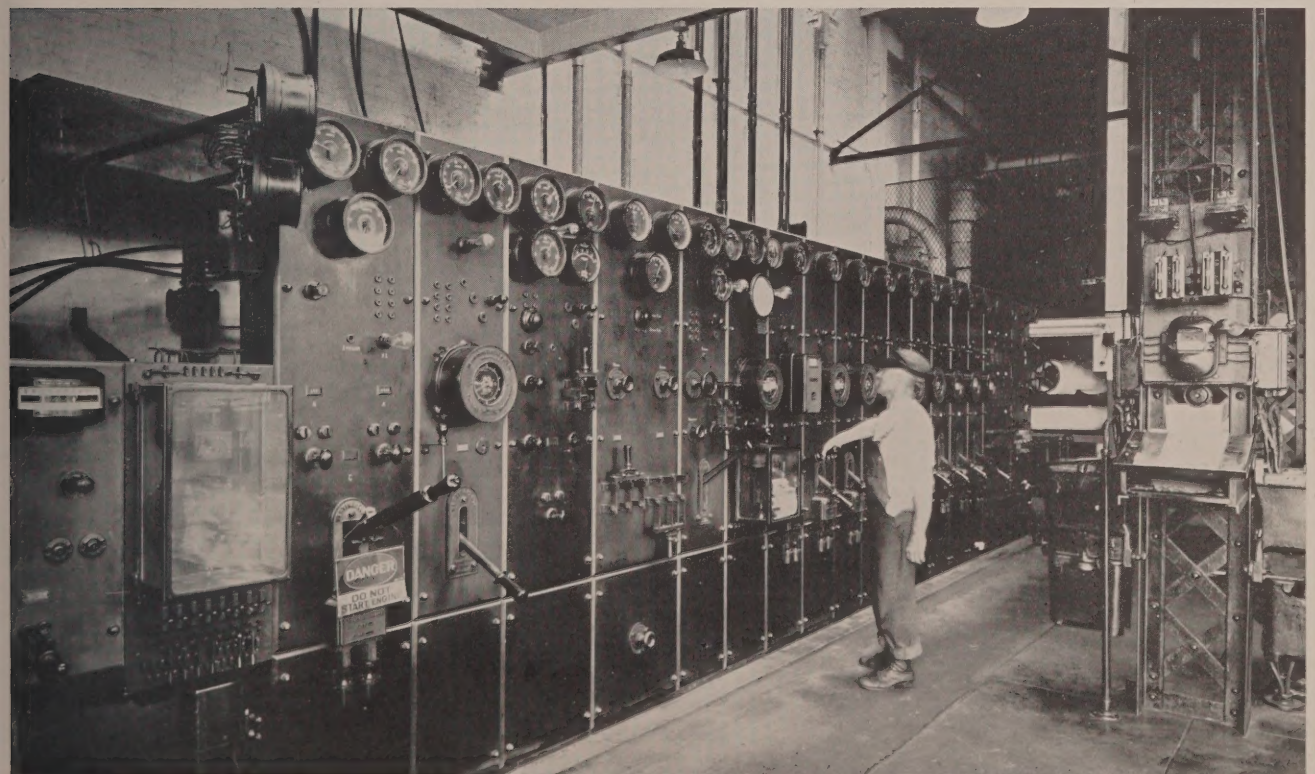
our own equipment. Mr. Guttormsen decided to cut free from Edison, and did so at about 3:30 and it proved to be a most fortunate move. The East Walpole plants from then on, until the following Sunday morning, operated entirely on power produced by Bird & Son.

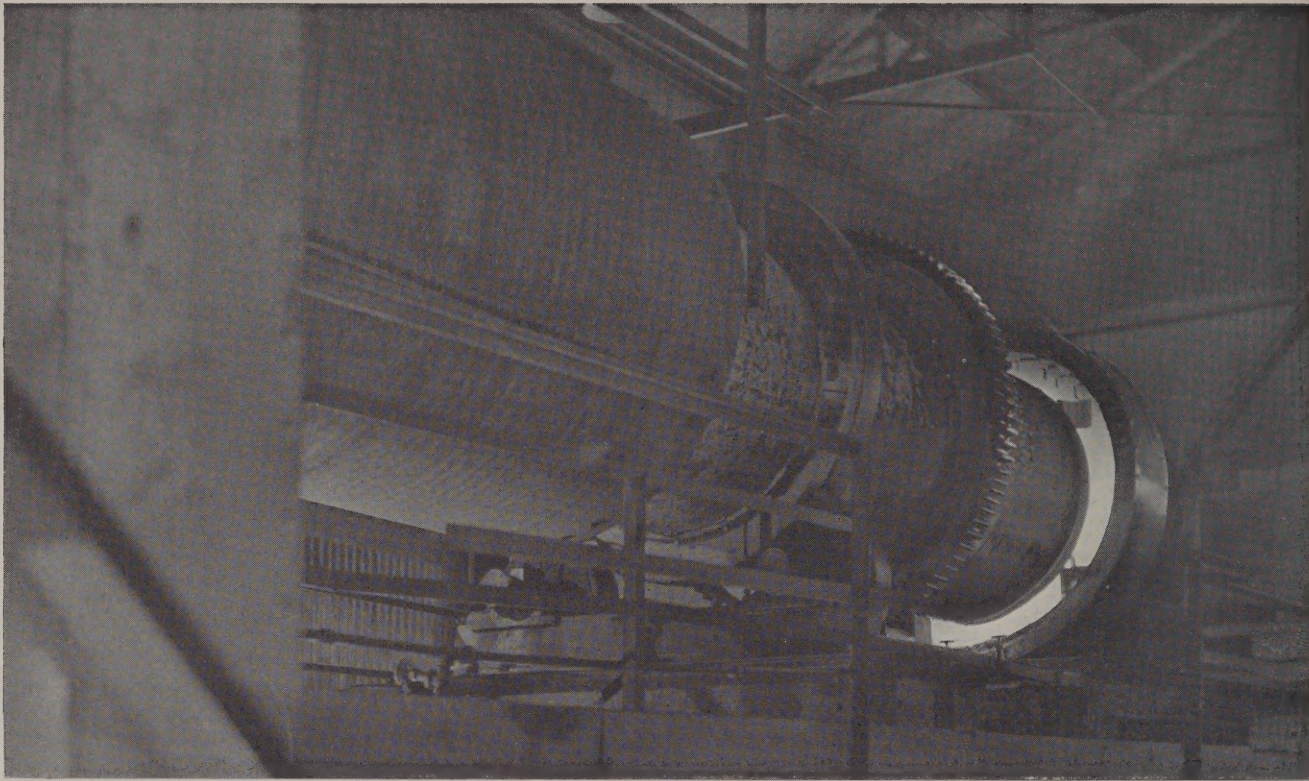
At Norwood, the plants continued to operate on power supplied by Edison, until that power system failed. Shortly thereafter our own power lines to the Norwood Roofing and Flooring Plants were blown down, and were restored only after great difficulty, as described on another page.

The next morning at seven, when our lines were again ready for use, Edison power had been restored and it was possible to swing again into full production.

But—and here is something not generally realized by many of us—even though Edison power had not been restored, the East Walpole plant would have been able to supply more than adequate power to both

Huge switchboard at the East Walpole power plant where power is controlled for all Bird mills in East Walpole and Norwood. W. E. Harper is the Engineer at the controls.





At temperatures exceeding 1000 degrees, permanent colors are baked into all granules which are used for Bird shingles. This is a section of the huge kiln at the Bird & Son granule plant in Norwood.

Norwood plants and could have kept them running indefinitely without outside current. Edison power was available, and it was used, but if it had not been available, it was possible to run without it.

As is explained in another section of this issue, the Phillipsdale plant actually did face such an emergency, and operated for an entire week on its own power. It was the only plant in Rhode Island which was able to keep operating. Normally this plant receives part of its power from the Narragansett Power Company, but this failed completely because of the flood at Providence, and was not restored for a week. Without our own power at Phillipsdale, this plant would have been unable to produce the felt which is used as a base for all our roofings, the finished stock of felt would have quickly been exhausted, and the Roofing Plant might have had to shut down completely, during the crucial days when full production was most needed.

But actually, with its own power, Phillipsdale was able to continue operating. This gave the Norwood Roofing Plant adequate supplies of felt, one of its important raw ma-

terials and in times of emergency raw materials are just as important as the power which keeps the wheels turning. When rail shipments were delayed, huge truckloads of felt were brought over the road from Phillipsdale, assuring at all times a constant supply of the felt which is used as a base for all roofing materials.

Our colored granules are produced at Norwood, made in true lasting colors by a special process, from rock obtained from Bird quarries. This plant was able to continue operations without interruption, producing granules at a time when it would have been physically impossible to bring them in quickly enough from other sources. Not only was continuous production safeguarded, but we were assured at the same time of producing high quality as usual, just as if we had been operating under normal conditions.

Large storage capacity for asphalt and the good fortune of having a plentiful supply on hand at the time of the disaster, made it possible to furnish the roofing machines with this raw material until further supplies could come in by rail and water.

Even the Shreveport Plant, 2,000 miles away, which began operations

only last year, and the Chicago Plant, which has operated for 20 years, were of assistance in this emergency. Chicago rushed numerous large shipments of finished materials, which, added to our Norwood production, helped to supply dealers with many more tons than would otherwise have been possible. The Shreveport Plant by temporarily supplying some of the Southern States with material, which is ordinarily shipped from Norwood, enabled the Norwood Roofing Plant to ship its full production into the New England area.

Even wrappings and labels are produced in the Bird East Walpole Paper Mills and labels are printed in our own print shop. We were able to continue operations indefinitely without a moment's thought about running short of any of these finishing or wrapping materials.

Yes, had we followed a hand to mouth policy during the past ten or fifteen years, had we failed to plow back a good share of our earnings into new equipment and new plants, it might have been a very different story on the morning of September 22nd.

HURRICANE STRIKES PHILLIPSDALE

BIRD & SON PLANT WAS ONLY MILL IN RHODE ISLAND
WHICH DID NOT LOSE A DAY'S PRODUCTION

WHEN large sections of the roofs over the shipping shed and rag storage buildings at Phillipsdale blew off and came banging down into the driveway near the Phillipsdale Plant Office, on the afternoon of Wednesday, September 21st, it was obvious that this was more than an ordinary September "line storm". When the force of the wind actually shook and bent huge steel girders on the rag storage building, we knew that the wind must be of hurricane velocity.

Operations continued as usual, however, with very little further damage to plant property until about seven o'clock in the evening when at the height of the storm, following the tidal wave, the Narragansett Power was shut off. Bird depends partly, but not wholly, on this power for the operation of the Phillipsdale Plant. Immediately the switch was made to our own generating equipment and we were able to continue at 80% of capacity.

With the tidal wave which did such terrible damage in Providence, came a new and unprecedented situation at the Phillipsdale dam. For the first and only time, so far as can be recalled, the salt water, forced up by the tidal wave, backed up the river and actually came over the dam into the fresh water pond, spoiling the water for use in the



The entire shore line of Rhode Island and southern Massachusetts presented scenes like this. This particular view is a summer colony on Narragansett Bay.

boilers and completely submerging the salt water pump house just below the dam. Immediately the engineering department drew on the city water supply for the boilers and

continued to operate.

By ten o'clock that night the water had receded sufficiently so that fresh water was again available from the pond for the boilers.

Narragansett power was not restored until a week later, on September 28th. Therefore, without our own resources, we would have been forced to shut down completely for an entire week. Supplies of felt would soon have been exhausted, and operations at the Norwood Roofing Plant would either have stopped completely, or have been greatly curtailed until felt could be obtained. As it was, adequate supplies were available at all times, most of the material for the first week or ten days going by truck.

Although we realized immediately that we were fortunate to have our own source of power, it was not until later that it was learned that the Phillipsdale Plant was the only plant in Rhode Island which did not lose a day's production.



The hurricane ripped away the roof on this rag storage building at the Bird & Son Phillipsdale, R. I. plant and actually bent the steel framework.

TRANSPORTATION



Flood waters inundated downtown Hartford, and came well toward the top of the big bridge leading to East Hartford. The freight sheds in the foreground are several feet under water.

IN emergencies such as we have recently experienced, when old mother nature raises havoc with all standard forms of surface transportation, delivering heavy goods in a storm stricken area is a problem of major complications.

With railroads to the storm-ridden areas completely out of commission because of rights of way being torn up, bridges out, and derailed trains on the tracks; with air express an impractical method because of the great weight and bulk of building materials, the problem of speedy transportation rested entirely in trucking facilities.

Because of the great crew of trucks, an unprecedented amount of Bird merchandise was drawn into seemingly isolated spots along the raging Connecticut River and all along the Connecticut, Rhode Island and Massachusetts sea coast.

Many and harrowing were the experiences of these loyal truckmen who carried the merchandise through

in almost the same romantic fashion that the mail was carried in the days of the pony express.

Not all problems of the truckmen began after the storm. Five great truckloads of building materials had left here at the beginning of the first blow, when already reports were coming in that Springfield and Hartford were in imminent danger of another disastrous flood, equal in might to the record-breaking deluge of 1936.

Typical of these experiences was the case of two trucks enroute to Hartford and Willimantic, that had in the late afternoon of Wednesday, September 21, been detoured to Hartford by way of New London. They were only a short distance off shore when a tidal wave inundated the New London area. Going through flood waters so high that they almost reached the headlights of the trucks, these men soon realized that higher ground would have to be

found, or their twenty tons of vital building materials would be lost. They were handicapped by rushing waters that were at any moment threatening to shortcircuit the ignition system. The wind was increasing with such fury that powerful air brakes were no longer able to hold the trucks on any direct course. Fortunately, they found a high spot of ground behind which they were just able to pull their trucks.

Luckily, the small rise of ground they found was such that the tidal wave did not sweep the trucks out to sea, and it was a question of sitting through the night, sleeping as best they could on the top of the truck until receding waters gave them an opportunity to carry through.

TERRIBLE EXPERIENCE

An experience that these men will never forget passed before their eyes that night—one minute a house stood there, and the next, a pile of debris floated out to sea on a receding wave. One minute a house stood on a point of land, and the next, they saw it rushing across the road ahead of them as though it were on wings.

Through the help of the very efficient state police, they were able to get the trucks in motion again the next morning, the Thursday following the storm. By a devious route through farm yards and around peculiarly placed homes, and wading through debris that carried a gruesome story, they arrived at noon the next day in Hartford and were met at the entrance to the dealer's yard in row boats, into which they eventually completed delivery of the shipment.

For days afterward, it was not an unusual experience to haul heavy loads of Bird roofings across pontoon bridges, down farm yard lanes, sometimes going for miles through water one or two feet deep. Deliveries were made in the most unusual places, and it was truly a difficult job to guarantee complete delivery to destination.

DIFFICULTIES

Home owners frantically trying to get shelter over their homes, or the remains of their homes, were appearing with row boats, wheelbarrows, automobiles, wagons, and any conceivable mode of transportation. They were looking for one bundle, two bundles, ten squares of shingles to start the tremendous job of rehabilitation and reconstruction.

This is a brief picture of the task that faced Bird & Son in its bid to keep the manufacturing wheels turning, and to deliver the merchandise to the sorely oppressed dealers who were facing a problem of re-building unprecedented in the annals of New England history. These men carried on day and night. The task is still a great one. The obstacles have been largely eliminated, but, were it not for transportation facilities manned by a loyal and determined crew, Bird might well have been faced with the hideous problem of having good stocks of much-needed merchandise lying idly in the warehouses, awaiting some mode of transportation to storm ravaged areas.

MILL SITUATION

(Continued from Page 6)

exclusively for use on Bird Shingles, increased its production to a 24-hour day, 7-day week basis in order to feed the hungry roofing machines.

At Chicago and Shreveport, our other roofing plants, running time was boosted to take care of the emergency. Mr. Erich Gach, Chicago Superintendent, who was in the East at a conference and who was unable to get a train, flew back to Chicago to take personal charge of increased production there.

And last, but not least, the workers in the mechanical department made it their special job to check the machinery constantly, watching for trouble which could be corrected in time to prevent a major breakdown. In normal times, of course, it is customary to use the week-end for repairing and giving the machinery a rest which it seems to need as urgently as human beings. Seven day operation meant just one thing to the mechanical department—a constant watch over all machinery



Bird truck loaded with shingles and roll roofing making delivery in a badly stricken area in Rhode Island.

to find minor troubles and correct them before they became major.

The work of planning and scheduling operations under these trying conditions was a man-sized job in itself. The sales and manufacturing departments worked hand in hand in anticipating the needs and meeting them as far as humanly possible.

Houses were upended and the roadway entirely washed away at this point on Cape Cod, Mass.



TO OUR ROOFING DEALERS AND THEIR CUSTOMERS

All facilities of the great New England plants of Bird & Son, Inc. are being devoted exclusively to the manufacture of materials for the relief of hurricane and flood sufferers in New England.

All units of the Roofing Division are running twenty-four hours a day, and will continue to do so until the present situation is relieved. Our stocks of raw materials are entirely adequate.

In addition to our New England facilities the other producing plants of Bird & Son, Inc., even as far as Chicago and Shreveport, Louisiana, are making their resources available to New England.

BIRD & SON, Inc., East Walpole, Mass.

This notice appeared in almost every New England newspaper on the morning of September 28.

TO OUR READERS

This special issue of Bird's Neponset *Review* is being published to record a disaster more terrible than any other which ever struck New England.

The circumstances under which Bird Products were made and delivered immediately after the storm present a story which we believe makes interesting reading for every Bird & Son worker and for every dealer and customer.

—The Editor.





BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins
Lock-Butt	BIRD Insulated Bric-Siding	Individuals
Tri-tab Hex		Giant Individuals
Art Wall Siding	Bric-craft Siding	Copper-clipt
	Weather-Tex Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal		Waterdyke	Proslate Roofing,	Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
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BIRD CHROMALIN Floor Covering

Patterned	Plain	Jaspé	Chromasets
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Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots	
Tack and Screw Boxes	Plant Bands	Plant Boxes

Special Papers Division

Index Pressboard	Socket Lining Paper	Rocket Paper
Cartridge Paper and Wad	Fusee Paper	Cushion Plugs
Chip and News Boards	Mill Wraps and Heads	
Dry and Waterproof Papers for Special Purposes		
Industrial Filter Paper	Toe Cap Felt	
Innersole Board	Cloth Board	



{ List of Bird Products on Inside Back Cover }

BIRD'S
Neponset
REVIEW

*Planned and Edited
by the Employees of*
BIRD & SON
Incorporated
East Walpole, Mass.



Merry Christmas

VOL. XXVI

DECEMBER 1938

NUMBER 7



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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Manager Eastern Division, W. E. HALE

Manager Northern Division, ROGERS WEED, JR.

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Manager Southwestern Division, R. D. PETERSON

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Superintendent Carton Division, R. L. TUPPER

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Superintendent Chicago Plant, ERICH GACH

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Chief Chemist Shreveport Plant, R. N. POTTER

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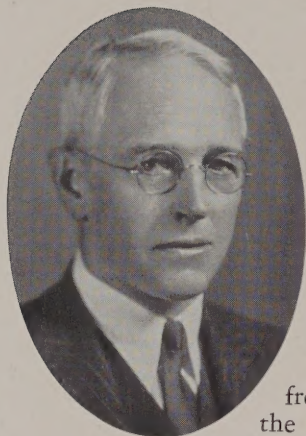
New York, Chicago

Warehouses

BALTIMORE, BROOKLYN, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY,
MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS



*"The stockings were hung by the chimney with care,
In hopes that St. Nicholas soon would be there."*



A MESSAGE FROM THE CHAIRMAN OF THE BOARD

WE, as a Nation, can safely claim this year that we have more hope and less fear than we had one year ago. Certain foreign crises have made us put a commonsense valuation on our own advantages as well as our problems. We are fast coming to realize that our democratic system of free enterprise, with initiative and invention, is not entirely to blame for all the ills of our depression—notwithstanding what some of our Governmental planners and economic theorists have tried to claim.

In spite of its faults and abuses, free enterprise has given us in this country a higher standard of living than in any other country in the world. Since the founding of this Republic, free enterprise has been an open road for every inventive genius, organizer or skillful manager to follow. It is a part of the freedom our forefathers fought for—religious, political and individual freedom. It is our one great Heritage. Let's hang on to it. Let's never give it up until we find something better.

Our Government should protect our right to think and act for ourselves. Our Government should protect us from unfair monopolies and unfair practices. Our Government should guarantee us against any and all infringements of human rights. *But* beyond and above all this, our Government should protect us in the right of free enterprise.

My training and experience lead me to believe that if we are to give those who want to work a chance to work, free enterprise, big and little, must do it. We must find the quickest way to increase production to cover the wants and desires of 130 million people. Increased production means lower costs. Lower costs mean more purchases. More purchases mean more production; thereby, continually increasing the number of jobs. After all, it is not politics or political theory that gives us a living; it is common, every-day business.

The doctrine of planned limitation of production by a central governmental authority really is a dictatorial doctrine of *scarcity*, and the doctrine of scarcity, carried to its logical conclusion, means "economic suicide." Let us hope that this doctrine will soon be plowed under—and buried for keeps. But enough of philosophizing.

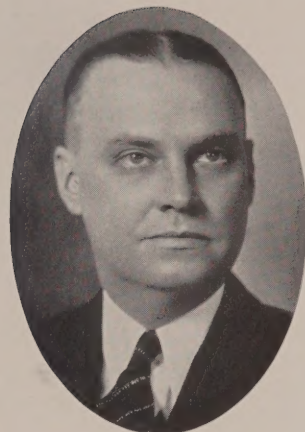
It is most gratifying to record here that this old free enterprise—our Company—seems to be meeting all the tests put upon it, in a year of many unusual situations. We look hopefully forward to a more stable future.

I am glad of this opportunity to send Best Wishes and New Year Greetings to the whole organization.

Philip R. Allen

Chairman of the Board.

A MESSAGE FROM THE PRESIDENT

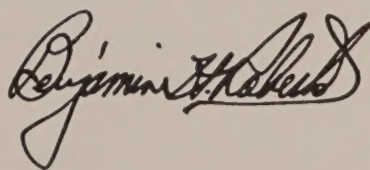


THE close of the year 1938 finds this business again operating with a modest profit, after months of losses caused by ruinous competitive prices in all divisions. Adjustments based upon conditions existing have been frankly made and you have accepted them with the spirit of unselfish cooperation which has always characterized your attitude. Processes and products have been improved, costs have been lowered, expenses have been reduced and, slowly but surely, the organization has adjusted itself to meet the situation.

The test of an individual or an organization comes in a pinch. We have been, and still are, in a pinch but we can go forward with the knowledge that the organization has again met the test successfully.

Present indications point to a rising scale of business activity during 1939. If this prediction proves true this increased activity will be reflected in all departments of our business. We have high hopes for 1939, and faith that the organization will fulfill them.

Thank you for the grand job you have done this past year, and best wishes to all of you for the Christmas Season.

A handwritten signature in dark ink, reading "Benjamin F. Habel". The signature is written in a cursive style with a large, stylized initial 'B'.

President.



Year and receive in turn from them a small gift (their Christmas box).

At the stroke of midnight on Christmas Eve the church bells herald the hour. Thousands of church choirs, choral societies, civic groups and political musical unions lend enthusiastic impetus to the surge of the Christmas spirit as they begin pre-arranged night-long rounds of carol singing at the doors of friends.

Beaming with joy these warmly-dressed, good-will singers of the night enjoy their task and revel in the season's hospitality which is received at every friend's house they visit. All through the night and far into the morning welcome strains and echos sweep the crisp air until noontime brings mother's reeking and blazing traditional plum pudding, enjoyed at the family festal board with the salute of clinking glasses brimful of dad's long-prepared and cherished Christmas wine. Then comes the Christmas cake (spice cake) and a large block of English cheese. Turkey or dripping cuts of prize beast meats (beef, lamb or pork) are part of every menu, for nothing is too good at Christmas-time in Old England.

These are the popular Christmas customs in England today. The serving of a boar's head with an apple in its mouth and the bringing in of the famous Yule Log are ancient English customs handed down from the days of yore. Today they are observed only in certain inns and taverns or at some of the old schools and the homes of the very wealthy. Actually, they are more sung about than used today.

The day after Christmas is another great holiday in England, Boxing Day, when everyone, young and old, turns out for the great football matches which are played in every corner of the land and looked forward to as eagerly as the celebrations on Christmas Day itself.

BUONA NATALE

(Merry Christmas in Italian)

NUNZIANTE FAMIGLETTI, Flooring Plant Yard man, who comes from Naples, Italy, remembers vividly the happy Christmases spent in that sunny land—the good times visiting

with friends, the big Christmas Dinner with roast chicken, roast beef or lamb and plenty of fresh fruit—grapes, oranges and, of course, Italian candy and Italian wine.

Christmas is a very important day in all the churches and the day before Christmas is always religiously observed as a day of fasting. Everyone attends mass on Christmas Eve, usually at midnight. In each church and in many homes an elaborate and beautiful representation of the manger scene is built and worshipped during the entire holiday season. At midnight on Christmas Eve, the priest or the head of the family, as the case may be, places a figure representing the Infant Jesus in the crib and then this ceremony is followed by prayers and the singing of Christmas hymns, thus ushering in Christmas Day.

Early the next morning there is another church service, attended by the whole family and then the day is spent in visiting friends until time for the big Christmas Dinner at noon.

Peter Cisternelli, stock handler at East Walpole, recalls that in his family much was made of the meal on Christmas Eve. Various kinds of fish were served, together with spaghetti, and the meal ended with fruit and special cakes which had been baked for the occasion and decorated with holiday designs. In his town which was near Rome, everyone attended the midnight mass at the church and then the day's celebration was started by shooting off firearms, much as fireworks are used for special occasions in America.

Peter's family also had a big Christmas Dinner—roast chicken, macaroni, fruits and wines.

During the afternoon and evening of Christmas Day both men recall that the celebrating continued with visiting their friends' houses, playing cards, dancing and singing. Someone in the party always had either a violin or an harmonica and once the music started it usually continued until late in the evening.

Pasquale Ruscitti, of the Boiler Room, tells us that as he remembers it, in most sections of Italy, Santa Claus (Befana) used to visit the children on the last of the Christmas

No holiday in all the year has quite the universal appeal of Christmas. Christmas is Christmas the world over, but the ways of celebrating it vary almost as much as languages vary.

We have collected here several stories of Christmas customs in other countries and times as remembered by different Bird & Son workers. Some stories have been told to the Editor, others, written by the workers themselves. We are most grateful to all those who have contributed in any way. There are stories of other countries and customs we wish we might include, but space does not permit.

MERRY CHRISTMAS

By John H. White, Roofing Maintenance Department

AT Christmas time in quaint, old England, the season of unrestricted soulful rejoicing, a wreath of mistletoe, imported white berried holly, hangs at the ceiling of every home bidding the poor and humble, rich and pompous "Peace on earth good will toward men." England is truly "Merry England" at Christmastime.

From the bleak northern hills on the Scottish border to the rugged Cornish Coast in the South, the people follow enthusiastically every ancient custom, every door is an open door; Santa is King with every carol a national anthem. Every young child hangs his stocking as religiously in England as in America, and just as hopefully waits for the presents and sweetmeats that will be found in it the next morning.

On Christmas Eve children in joyous groups carry the spirit from door to door as they sing and hum the age worn carol "While Shepherds Watched Their Flocks By Night," then bid the home folks a Merry Christmas and Happy New

CUSTOMS

AND OTHER TIMES

Holy Days—January 6th. Customs may have changed somewhat today, but at the time he remembers, the children hung their stockings at the chimney on the night of January 5th and waited just as eagerly as American children for Befana to come down the chimney and bring them their presents.

Christmas weather in Italy is milder than in many countries. There is rarely any snow and when snow does fall it soon melts in the warm rays of the mid-day sun, but warm or cold it's Christmas just the same, with the universal feeling of good will and happiness.

GOD JUL

(Swedish)

By John E. Johnson
Maintenance Department

CHRISTMAS is looked forward to in Sweden with much joy and happiness and preparation for the holidays starts early in December. To everyone Christmas has a very significant meaning—all are happy and try to create happiness for others. It is customary to do kind deeds on this, the most joyous of all holidays, and not even the birds are forgotten as sheaves of wheat are hung out for them to feast on.

In many ways Christmas is observed very much the same as in America with a Christmas tree and presents being given, but there is some difference—especially in the food that is eaten.

The celebration starts on Christmas Eve when the tree is being lighted and the family enjoys the supper which may start with a "Smorgasbord," consisting of many delicacies, such as pickled fish, and many kinds of cheese and Swedish bread. The most important, however, is "Lutfisk" which is just as essential in the celebration of Christmas in Sweden as turkey is in America. This fish is a dried cod which has to undergo certain soaking preparations before it can be served on the table. To a stranger who may visit Sweden at Christmas time this fish may not look very appetizing, but to the natives of Sweden it is almost indispensable.

The children believe in getting

presents from Santa Claus but they do not hang up their stockings because he is not expected to slide down the chimney with the presents.

So Christmas Eve passes on and early on Christmas morning most everyone attends the Church service, which is called "Julotta." In Sweden the ground is usually covered with snow at Christmas time and the farmers ride to Church in their sleighs to the sound of jingling bells which are fastened on the harness of the horse. After returning from Church the family spends the day in quietness at home. It is not customary to go visiting on Christmas Day. On the day after Christmas, which is also a holiday, Christmas parties start and continue into January, thus completing the celebration.

LINXSMU KALEDU

(Lithuanian)

MICHAEL SHERGALS, Chief Inspector at our Norwood Flooring Plant remembers Christmas celebrations in the big farming community in Lithuania where he lived as a boy. There were four large farms in the vicinity of his home and on Christmas all of the people gathered together at one

of the farm houses for supper. Long tables were set up, spread with hay, and then covered with a table cloth. It was the custom at this meal not to serve meat in any form, as the day was a fast day in the church. The main dish was potato pancakes, which Mike says are delicious, and other special dishes usually included cooked dried peas, cabbage soup, oatmeal jelly (kisielius) and poppy seed milk (aguanu pienas). These last two delicacies are eaten together and are as traditional at Christmas as plum pudding is in America.

After supper five or six sleighs drawn by the best horses on the farms were loaded with passengers and everybody from the head of the house to the lowest farm hand set off for an evening of singing, dancing and drinking at some nearby tavern.

These parties usually lasted until the early morning hours, but everybody returned home in time to catch a little sleep and then arise before daylight to attend an early mass at the church on Christmas morning. The entire household always attended church except for one or two men who stayed home to feed the cattle.

The young children used to hang

"No Santa Claus? Thank God, he lives and he lives forever . . . Ten thousand years from now he will continue to make glad the heart of childhood."





Mr. and Mrs. Marshall F. Meyer and their daughter in the garden of their home at Chicago.

their stockings and wait as eagerly for "Kaledu Diedas" (Santa Claus) as children in America do today. Many homes had Christmas trees, hung with homemade decorations, and friends and neighbors exchanged homemade gifts.

The big Christmas dinner was served in the early afternoon of Christmas Day and instead of turkey, goose or duck was the main dish. The rest of the meal was much like what we enjoy today. After dinner the tables were cleared and the young people danced, and the old people visited and played cards.

The Christmas festivities usually lasted several days. Christmas Day was always the day for celebrating in your own home, but on the day following either your relatives from distant towns came to visit you or you went to visit them. Mr. Shergals said that times have changed somewhat since he lived in Lithuania thirty-nine years ago, but still many of the old customs are observed at Christmas on the farms in Lithuania.

NADLAIG MAIT AGAIT

(Gaelic)

EDWARD GERAGHTY, Roofing Plant watchman, remembers Christmas holidays as a boy in Dublin, Ireland. The Christmas Eve preparations, and the hanging of the children's stockings are observed much the same as here.

Christmas is of course, one of the most holy days of the church, and everyone attends church Christmas morning, and then spends several hours visiting friends. During the afternoon all the relatives gather for the big Christmas dinner which, in addition to the turkey, usually includes roast leg of lamb or ham.

Some families exchange gifts on Christmas Eve or Christmas morning, but many others wait until after dinner on Christmas Day. Then they all gather around the Christmas tree, distribute the gifts and spend the rest of the day singing and dancing the old country folk dances.

Almost as important as Christmas in Ireland is the next day, St. Stephen's Day. This is likewise a day of feasting and visiting, and of course is not complete without attending one of the short church services which are held throughout the day. For the young people the big sport of the day is hunting the wren, a very small bird which groups of children hunt, some armed with air rifles, others with sling shots, and still others with nothing but rocks in their pockets.

St. Stephen's Day is also known as "Boxing Day," and many of the older folks in the city attend the theater, where it is a custom to bring, on that day, a gift or a "box" for the attendants and actors at the theater.

Irish customs in the country sections are quite different. Bartley Curran, No. 2 Box Shop, writes as follows about the Christmas holidays as he remembers them in County Galway: "The Christmas feast in Ireland is the most predominant festival of the year. For weeks prior to this feast certain sacrifices are endured. As part of the religious custom, there are certain fast days, and on Christmas Eve only one meal is permitted.

"The children's custom of hanging stockings beside the hearth is observed just as in this country. Instead of a Christmas tree, holly and ivy is substituted. A Christmas candle, two feet long and two inches in diameter is decorated with this holly and ivy, and is placed in a conspicuous window of the house. This candle is lit by the head of the house on Christmas Eve.

"The Christmas feast begins at midnight Christmas Eve and is celebrated with a midnight Mass in all the churches. On Christmas Day everyone visits his friends to offer greetings of the season. The Christmas dinner is the big event of the day. It is customary to kill a sheep, which is served along with a fat goose or turkey. Squash or turnip, onions and cranberry sauce always are part of the Christmas meal, and the prevailing drink is either Guinness

stout or potteen, which is consumed moderately. The holiday celebrations continue for twelve days with as high a spirit as on the first feast day."

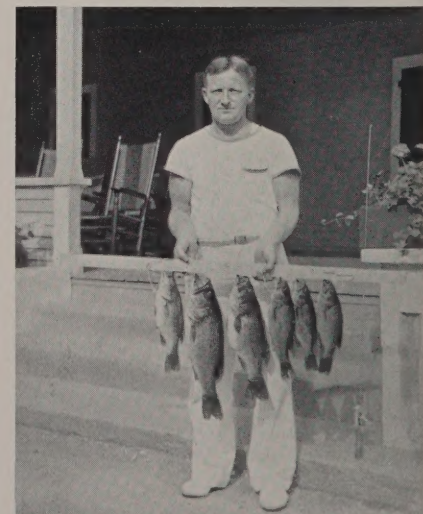
FROHE WEIHNACHTEN

(German)

CHRISTMAS preparations in Germany begin weeks in advance with the baking of all kinds of delicious cookies, particularly "lebkuchen" (a large, sweet, cookie with a sweet frosting.) Albert Eckert, Statistical Department, recalls that these were made literally by the basketful in anticipation of the guests expected during the holidays.

The celebration starts on Christmas Eve with a big dinner served about 7 o'clock in the evening. Christmas goose with all the fixings or young pig roasted and served whole is always the main dish and Rhein wine is served for young and old alike. Immediately following the dinner, it is customary for the children to present a Christmas musical program, each one singing or performing on some musical instrument. This always concludes with the singing of Stille Nacht (Silent Night) by the whole gathering and then the family goes to another room in the house—usually the largest—where the Christmas tree and presents are enjoyed. In Germany, most of the houses have very high rooms, and so it is the usual thing to have a large 12 or 15 foot Christmas tree extending all the way to the ceiling. The gifts are not put about the tree

Frank Clem, Flooring Plant, demonstrates what a good fisherman can do. These black bass from Lake Bomoseen in Vermont weigh a mere seventeen pounds, and were caught there last summer.



but are all arranged in piles on a long table—father's in one pile, mother's in another, and so on. If there are servants in the house they too are remembered with gifts and join the others in the festivities. At midnight the entire family attend a church service at some nearby cathedral.

There is another church service attended by every one early Christmas morning and after that the day continues with more feasting and celebrating. The dinner on Christmas Day is usually goose or some sort of game, such as venison or pheasant. In the afternoon every family observes open house and friends from far and near come to visit and enjoy the lebkuchen and other light refreshments which are served. On "second Christmas Day," the day after Christmas, there is more visiting and celebrating, because in Germany both days are considered part of the same holiday.

In Germany, Mr. Eckert says it is *Kristkindl* (Christchild) who mysteriously delivers Christmas gifts to the children, riding through the skies on a sleigh. He does not come down the chimney, but delivers his packages through some special door or window.

Early in December, however, Santa Claus, known as *Der Weihnachtsmann* or *Nickolaus* comes in person to visit every child, good or bad, to learn what gifts are wanted for Christmas. This gentleman, usually impersonated by some member of the family, looks exactly like our Santa Claus with red coat, white beard and a pack on his back. From this pack he distributes nuts, apples, figs, and other fruits to good boys and girls; he also carries a switch, and the bad children receive a few lashes from this as punishment, but *Nickolaus*, being really kind-hearted, usually relents and gives even the worst offenders a few nuts or apples before he leaves. The children in Germany look forward to *Der Weihnachtsmann's* visit just as American children like to visit Santa in the stores to tell what they want for Christmas.

MERRY CHRISTMAS AND A GUID YEAR TAE ANE AN' AW

IN northern Scotland, around Inverness and Aberdeen, where Charles Mutch, No. 1 Box Shop foreman comes from, Christmas is a holy day

of the church, observed with special church services which are attended by the entire family.

The celebrating which we customarily associate with the day comes not on Christmas but on New Year's Day,—the day of "First Footing." Santa Claus comes to children in northern Scotland on Hogmanay night, the last night of the old year, and holiday preparations, started by the housewives many days in advance are always for this big celebration at the start of the new year, not for Christmas Day itself. In many places work is not stopped on Christmas Day but the First Footing Holiday lasts for several days. At the shipyards, men are given a week's vacation.

Charlie recalls that all work stopped at noon on December 31, and the rest of the day was spent preparing for the coming celebration. At midnight all the townsfolk gathered in the market place to welcome in the New Year as the clock on the tower struck the hour. This rousing welcome was only the prelude to the joyous round of first footing visits, which continued all that night, all New Year's Day and sometimes for a day or two longer. Every guest visiting a house for the first time in the new year, would bring some gift symbolic of good luck—a lump of coal or a red herring, tied with a red ribbon, one signify-

ing comfort, the other plenty of food. After knocking at the door and being asked to come in, the guest would toss in his gift and then enter himself, thus bringing good luck to the household for the year to come. Crowds of young people used to spend the night and the following day visiting all their friends in this First Footing Celebration. At each house they would visit, perhaps sing and dance a bit, and of course fill up on the delicious shortbreads, fruit cakes and other holiday foods which had been prepared by every housewife for days ahead.

It is on New Year's Day instead of Christmas that the children find what Santa has left in their stockings, and it is on that day that older folks exchange their gifts. The big noonday dinner is usually a choice roast of beef, followed by plum pudding, nuts, fruit and various sweetmeats, and, of course, the inevitable tea without which no meal in Scotland is complete.

Walter McKenna, No. 1 Box Shop, who comes from Glasgow in the south of Scotland says that the customs as he remembers them are much more like the Christmas in America. There is more of a celebration on Christmas day with some exchanging of gifts and then the holiday spirit carries through the week until the New Year's celebration and the first footing custom which is really the

Accounting Soft Ball Team, one of the leading teams which "almost" won the Championship. Back row left to right: Albert Smith, Spofford Whitaker, Dana Tucker, Charles Rafuse, Robert McIntosh. Front Row, Frank Eisenhauer, Robert McCahon, David Fitts, Roger Sumner and Squire Munson.



climax of all the festivities.

Because New Year is so closely tied in with Christmas in all of Scotland, along with the wish for a Merry Christmas you will usually hear the toast, "A Guid New Year Tae Ane An' Aw"—(A Good New Year to One and All.)

CHRISTMAS IN PLYMOUTH SIXTY YEARS AGO

By Elmer H. Bartlett, Vice President

RECOLLECTIONS of my own Christmases in the 70's and 80's are still quite vivid even though there were hardly any festival features prevalent in the Old Pilgrim town of Plymouth. The parents and the old folks were not especially remembered by the exchange of gifts or expressions of good-will, but the children were made very happy by parents and immediate relatives with gifts of useful articles such as caps, scarfs, mittens, wristers, long legged rubber or leather boots, the latter often finished with copper toe caps or bright red sheep skin at the front top of boots; a double breasted pea-jacket was marvelous to any boy lucky enough to find one hung with his stocking from the old kitchen mantel.

We were always told to hang our best pair of stockings at the fireplace for easy access by Santa Claus. These were usually filled with home-made molasses candy, corn balls, shagbark nuts, a few apples and oranges. A new sled or skates were an ecstasy dream to all fortunate recipients, as most of these toys were handed down from older children, their parents and even grandparents.

It was the usual custom for all children to make Christmas morning calls at neighbors' houses and the country stores, where the men folks congregated, and wish them "A Merry Christmas," expecting to be given a penny from each adult, some times a nickel, which was looked upon as a great gift. I recall collecting some years up to thirty cents which was invariably spent for candy or nuts.

It was customary to have roast goose or fresh pork for the Christmas dinner, while at Thanksgiving we had turkey, and fowl on Forefather's Day, December 21st. Our desserts at this time were apple, mince, pumpkin pies, plum pudding, and at times the Vicar or St. Lawrence pears which had been packed away in firkins of

sawdust or wrapped in papers and stored away in cold cellars. They were of golden yellow hue when brought out, and a great luxury at this time of year.

I don't recall any home Christmas trees but they did have them at the churches, where Sunday School children who had attended regularly were remembered with the so-called "skeeter" netting stocking filled with "boughten" candy, nuts, raisins and an orange; this occurred Christmas night with entertainment of singing, speaking pieces and playing games.

Ah! Those were the happy days—when we earned most of the where-with-all and made many of our pleasurable toys for our joyous holiday season.



By M. E. Tarr

OUR third bridge season opened with a bang on Wednesday, November 19, 1938, with fifty persons playing either contract or auction.

Mr. and Mrs. O'Brien topped the thirty-two auction players with a score of 2951 while Mr. and Mrs. Robert Rodd, Jr., led the contract players with a score of 4020.

The lucky ticket holders, who



Just to cool you off — Here are Alex Morrison, Lawrence White and Charles Letts of the Flooring Plant enjoying a day at the beach last summer!

took home the door prizes, were: Miss Winifred Rhind, Mrs. Amos Dixon, Mr. Amos Dixon.

The scores of the top four in both auction and contract were:

Auction: Mrs. Wm. O'Brien, 2951; William O'Brien, 2951; Arnold Sadler, 2820; Oliver Sherburne, 2820.

Contract: Mrs. Robert Rodd, Jr., 4020; Robert Rodd, Jr., 4020; Mrs. Amos Dixon, 3460; Amos Dixon, 3460.

There are five more parties scheduled for the season on the following Wednesday evenings: December 7, 1938; January 4, 1939; February 1, 1939; March 1, 1939; March 29, 1939.

A person must attend four of the six meetings to be eligible for a season prize.

All Bird Club members and their guests are invited to come to these get-togethers, and join the fun!

The staff at our Roofing Laboratory. Front row, left to right — Max Rabinovitch, Ernest Zinkowski, James Hanley and Donald Frazier. Back Row — Edward Lincoln, Stanley Sallie, Warren Kumbiad and Frank Reynolds, Chief Chemist.



BIRD'S NEPONSET REVIEW

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In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

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Merry Christmas and A Happy New Year

Be What You Is

Don't be what you ain't;
Jes' be what you is;
'Cause if you is not what you am,
Den you am not what you is;
If you is jes' a little tadpole,
Don't try to be a frog;
If you is jes' de tail,
Don't try to wag de dog.
You can always pass de plate
If you can't exhort and preach;
If you is jes' a pebble,
Don't try to be a beach.
Don't be what you ain't,
Jes' be what you is,
'Cause the man that plays it square
A'gwine to get his.
It ain't what you has been,
It's what you *Now Am Is*.

—Unknown.



Protecting Your Heart

"HEART DISEASE" is a general term covering a number of different diseases of the heart, usually caused by:

1. The invasion of the heart by germs or poisons which damage the heart muscle, the valves, or the tissue lining and surrounding the heart.

2. Overwork of the heart muscle caused by any great or unusual strain.

3. Degenerative disease of the coronary arteries which supply the muscle with blood.

Symptoms: With an advanced case of heart disease there are usually definite symptoms such as shortness of breath, pain, or palpitation, but in the early stages there may be no feelings of bodily discomfort. This is why *regular physical examinations* are of great importance. The doctor can quickly and easily check your condition, and prescribe the proper treatment before too much damage has been done. Don't try to diagnose and treat your ailments. If in doubt, see your doctor.

Treatment

Nobody is condemned to an untimely death by heart disease, if he puts himself in the hands of a competent physician and *follows the doctor's orders*.

The heart is a remarkable organ which can adapt itself to new conditions and very often adjust itself to whatever injuries the disease may have brought. Many patients with heart disease can lead useful and productive lives with but little restriction of their normal activities if they follow the physician's advice in every respect.

Heavy physical effort has to be restricted, proper rest and sleep obtained regularly, diet watched, (especially if the patient is overweight), and all intense emotional disturbances guarded against. The doctor can prescribe in detail just what precautions are necessary in individual cases. Medicine should *never* be taken, except under doctor's orders.

The one who wins the fight with heart trouble is the one who leads a serene, well-balanced life, and who reports regularly to a competent physician.



By John H. White

THE Bird & Son A. A. Soccer Team, 1937-1938 Boston and District League Champions, are now playing their 11th year in this circuit.

As a member of the Curley Cup competition, we have reached the

semi-final round and will meet the winner of Sao-Miguel vs. British American. Bird & Son beat the newly formed Beggs and Cobb Tannery Team of Winchester in a two-game series. We also defeated the Faria A. C. of Fall River at East Walpole in the opening game of the season.

In the National Amateur Cup Championship we were unexpectedly defeated at East Walpole in the first round by Riverside of Lynn. This was a great disappointment as we had hoped to be quite successful in the National Championship. We were forced to play without a goal tender and the weakened team was not equal to the occasion. The Lynn team made the best of their opportunities and deserved to win.

Snow caused the postponement of one big Cup game at Andover on Sunday, November 27. We hope to clear the decks from now on and again finish in the honors.

The signed players to date are—

Harry N. Benson, Captain Thomas Wood, Vice-Captain Jack Smith, John (Ashie) Tznadel, John McDougall, Walter McKenna, William H. Golden, Daniel Costello, Robert Ellis, William Dropski, Carol Kotkowski, Gus Hogan, Karl Fredericksen, Angleus Kravatas and Leo Giandomenico.

Dennis J. Lowney

DENNIS J. LOWNEY, a Bird & Son veteran with 31 years of service, passed away at his home on Stone Street, Walpole, on Tuesday, November 29. He had worked in our East Walpole Beater Room for twenty-seven years and retired from active service in 1934. He was born in Dover seventy-seven years ago, but had resided in Walpole practically all his life. He was a charter member of Robert Emmet Court, M. C. O. F.

Funeral services were held on Friday morning, December 2, at the Church of the Blessed Sacrament in Walpole, and interment was in St. Francis cemetery, South Walpole.

He is survived by his wife, Catherine and two sisters, Mrs. Anna Lyons of Dorchester and Miss Margaret Lowney of Walpole. To them, his many friends at Bird & Son extend sincere sympathy.

Notes From Plants and Offices

Main Office and Sales

*Alice Clem
Eleanor Badger
Sabina Costello
L. T. Harriman*

*Ruth Milliken
Pauline Ransow
John Murphy
Dorothy McEleney*

Eleanor Carlson and Solveig Storm are all a-flutter. They are going to the movies to see "King Kong."

We welcome to the Roofing Sales Department as Southern correspondent C. B. Swayne, all the way from Richmond, Virginia.

Congratulations to Ted Washburn who has been assigned the New York territory of M. N. Sisson. We sure miss Ted here in the office.

We wonder what Betty Ogilvie and Jean Eckert got such a big kick out of at the banquet. Ask Anne Walters—she knows. (Note to the boys—Were your faces red?)

We recently lost a most valuable and likeable worker when Florence Nichols recently left us to marry John Maguire. After a trip to Miami they will make their home in West Roxbury. Before she left, about sixty of her girl friends tendered her a surprise shower at the Lafayette House where she was practically overcome with happiness. A large bouquet of flowers and a graceful mahogany coffee table were presented to Florence with the best wishes of all her many friends.

Love, You Funny Thing.

They say love does funny things. Dot O'Kane drew a picture of herself and entitled it "I am a Flower." She is now known as "Flower" O'Kane.

Pat McDonald and Mary O'Connell both enjoyed vacations in New York. Hilda Rafuse spent hers calling on the hill billies. The rest of the department take this opportunity to thank them all publicly for carrying out the old tradition of sending goodies to those remaining behind.

Now that Florence Nichols is gone, Ann Kelliher is looking for someone to swap shoes with during the day. We believe she wears a size six shoe. No, Bill McIntee, yours won't do!

Our talented pianist, Lillian Beaulieu, says that she is not superstitious about three on a match, or black cats, but always likes to knock on wood. It's a good thing. Let's all knock wood, it can take all we can give.

To Join Ballet Russe?

We have just learned that we have another talented young lady in our organization. It seems Helen Curran did a toe dance to the tune of "Humoresque" at the shower given to Mary McDonough. What we need is more good sports. Our hat is off to you, Helen.

Echoes of the Mailroom.

Moe: "Whom do you charge this to?"
Joe: "Where there's the most empty space."
(Wonder if Angus can enlighten us).

Betty Ogilvie hasn't thought much of the B. U. Football Team all season. Now that the records are compiled, we are inclined to agree with her.

Dot Elwell had both temperature and enthusiasm cooled while watching the B. C.-Holy Cross game.

Louise Geary is now taking an interest in the finer things in life. She went to the opera to hear "Rigoletto."

Have you heard the cute names a certain Miss is using in the Flooring Accounting Department? They are too, too cute to mention.

No, we don't mean "satchel pants" or "pickle puss."

We welcome Mary Craven and Maurice Godfrey as new members of the Stock Records Department.

Line Forms at Right!

Yes, girls, if you want to learn the latest dance steps, see Dapper Dan Nugent. Catherine Broderick received her first lesson from Dan the night of the banquet. Dan, if you need any help, puleeze call on us.

Ida Milesky left on October 28 to be married to Edward Berman of Dorchester. The marriage took place on November 22. We wish Ida and Eddie the very best of everything.

It's nice having the two new messengers with us—Betty Ogilvie and Walter Surette.

Dunn's eating place will be glad to know that the overtime of the Stock Records department will shortly cease. My, can't they eat! There is, however, one waitress who will be very, very disappointed not to see a certain unattached young man. Or, maybe, what we hear about Dunn's is not all beer and pretzels, but instead, just so much baloney.

Your correspondents wish you all a Very Merry Christmas and a Happy New Year.

The news is out. Florence Nagel is now wearing a beautiful diamond. When is the big day, Florence?

Once more we all envy Dwight Colburn in his grand vacation cruise. This time he visited Jamaica, Cuba and Panama.

Faith Bagley spent Thanksgiving holiday with friends in Morristown, Pa.

Paper Mills

*Herbert Badger
Herman Nordstrom
Frank Murphy
Edward Geraghty
Charles Rafuse*

*Jean Angus
Mary Driscoll
Peter Globus
Joseph Jarlis
Donald Ross*

John Wytonos

Wedding bells are ringing for William Counter of the Finishing Mill on December 17. "Marry Christmas," Bill!

Fioreno Felici of the Stock Transfer Department attended the Holy Cross-Boston College football game, but did not let some of his fellow workers know the outcome of the contest until the following week.

John Bandonis, Wilbur Fay and Arthur Eppich have all returned from successful hunting trips in Maine.

Big Party Ahead.

The girls at the Finishing Mill are planning a big Christmas party to be held in Hotel Lennox, Boston. Catherine Robertson is Chairman.

Mytro Korbut expects to move into his new home on Pleasant Street about the first of the year.

Electrical Wizards.

It is rumored that Matty Naughton and Joe Donovan are trying something new in electrical wiring in their laboratory on Bird Street. Someone apparently crossed the wires because when you ring the door bell, the lights go on and when you put on the lights in the kitchen the refrigerator starts up. Looks like some outside conspiracy, as there is an electrician (?) next door.

Bob Hood decided to trade in his old Chevrolet as it could no longer make the grade up to his garage.



Congratulations, John Walsh, No. 1 Box Shop, who is now the proud dad of a baby girl born November 30th. This was taken just after John heard the good news.

We are all glad to see Edna McMahon back again after spending the summer at Swift's Beach and New York.

Fred Seastrand: "If I had enough money, I would buy a new auto."

Herbert Palmquist: "You've got something there, Fred."

Ed Welch is walking the floor nights. It's a baby daughter.

Phillipsdale, R. I., Mill

*Rexford H. Salisbury
David S. Lowry*

*John H. Nolan
Leslie E. Howard*

Arnold Manchester was hunting pheasants in a field near the mill last week, took a few shots at one and then gave it up as a bad job. The pheasants were too wild to be shot. The next day Bill Conway took a box of salt and went looking for the pheasants. He was only gone a little while and returned with a nice one which he had caught bare handed in the tall grass.

Sam Gorelco had a fire in his radio. After the firemen had put out the fire they investigated and found a mouse had a nest in it and had gnawed the wires.

Ed Kelly's new safety razor blades were a flop. We understand that when he used them he caught cold so he's not going to try them again until spring.

Along with Thanksgiving came "turkey parties." As usual George Hawley, Rex Salisbury and Jack Barquist brought home the bacon but how they had to work for it.

The bowling league is going strong with Rex Salisbury and Tix Billings fighting for the top but the season is early yet.

Red Harrington has proudly announced the arrival of another daughter on Wednesday, November 23.

Harold Hyde is enjoying himself in Miami but wait until he gets back next week!

Box Factories

No. 1 Box Shop

*John P. Walsh
Earl Boyden*

*John Phelan
Helen Sironka*

Richard Sprague

You know the saying, "Three times a bridesmaid, never a bride," so you'd better watch out, Lucy!

Edward Morrissey has been seen in the

vicinity of Westover quite a number of times. Thinking of building a house, Ed?

When John Dempsey falls for anything, boy, he sure does fall! Usually for the floor. Better stay in nights more often so you'll be sure of your own footing, John.

Charles Desmond still insists that he's a swell "catch" for any girl, but they're too slow to catch up to him. He must be Clarence DeMar the second. There'll come a day, Charlie, when you'll be short winded, so you had better not be so sure of yourself.

Hannah O'Day saw the Holy Cross-B. C. football game. Swell time, even though it was a bit cold. Right, Hannah?

Joseph Lipinsky is the very proud papa of a baby girl. Phil McCready is the father of a baby boy. Before you know it, these two daddies will be trying to play Dan Cupid.

We welcome Lena Koestner and Peter Santoro into the Corrugated Finishing Department.

Revell Fisher has been transferred to the mechanic's job in the Stock Transfer Department. Congratulations and good luck.

Billy Golden, formerly of the Box Shop, and one of Bird & Son's soccer players, has been married recently. Congratulations!

Another new dad at the Box Shop! This time it is John Walsh who welcomed a baby daughter on November 30.

Mr. and Mrs. Gus Hogan are also welcoming a daughter born in November.

Mr. and Mrs. Richard Sprague welcomed a son born October 4.

John Goonan is sporting a 1939 Ford, and a 1939 bicycle now brings Jim Constantine to work with ease. He doesn't even have to steer this one.

Some of the fellows don't believe there is such a thing as "Buck Fever," but according to Jim Ellis, they are all wrong. Jim has just returned from a week of deer hunting at Otis, Mass. He reports that he saw only rain. Anyway, Jim, you didn't shoot any cows this year!

Dick Sprague is now the proud owner of a home on Bird Street.

Herman Lauble is recuperating at the Norwood Hospital. He is coming along well, and we hope to see him back soon.

No. 2 Box Shop

*Olga Eysie
Josephine Rose
Alice Brady*

*Alma Walsh
Rose Ruggiero
Vaughn Allen*

Congratulations are extended to Chester Porter. He has recently become the proud father of a baby boy.

We wish Patsy Solbo a speedy recovery from an appendicitis operation.

Question.

Who was the Romeo with Helen Ceglarski at the banquet?

We see Nora Reardon flashing a diamond! Best of luck, Nora.

We are glad to see Roger Carlson back to work after a week's illness.

Not Mickey Mouse Either.

A mouse which put the girls in a frenzy of excitement was finally captured by the cat which has been seen around No. 2 Box Shop lately.

Red Johnson has returned from a two weeks' hunting trip in Maine. He reports a successful hunt.

Justin Antonitis is resting comfortably after a sudden operation. We wish him a speedy recovery.

We enjoyed the banquet very much. We hope we'll be able to have local talent at the next one.

We asked several of the girls that attended the Bird Club dance if they were setting the style by dancing alone. They gave a look of surprise and said, "Why, we were dancing with Tony!"

If you ever see the remains of eggs on the snow when the going is slippery, that marks the spot where Myles Towle came to earth.

We wonder what Bartley Curran will do now that his friend Mr. Curley lost the election. He might get a little consolation by framing the newspaper clippings he used to bring in.

Banquet News.

Was the cigar supporting Tony or Tony the cigar?

Did you see Georgie "truckin' on down"? Holding out on us are you, Jawdgie?

We are certainly glad to see Boots Barrett

back with us after a month's vacation, or something.

Joe Ralkavich is now a happy married man, gaining weight and very content.

Roofing Mill and Office

*George Lane
Stanley Phillips
John White*

*Harold Mattson
William Percy
Bruce Farrar*

Maxmillan Rabinovitch

Well, the checker game between George Smith and Eddie Wormald is going good. Eddie is just two good moves ahead of George. Your move next, George.

William Golden was married, Saturday, November 26, at Fall River, St. Michael's church, to Miss Pauline Raposa of Fall River. Robert Ellis acted as best man. The Golden's honeymoon was a motor trip through New York and neighboring states.

Unusual Honor.

Howard Everett, secretary of the Azure Lodge of Masons, was recently presented with the Joseph Warren Medal for distinguished service. This was given by the Massachusetts Grand Lodge in recognition of faithful service to the Lodge, the community, in church work, and as a useful citizen. This very unusual award has been made to only one other person in this district. Congratulations!

When Herbie Snell drives the tractor now he looks like Wrong Way Corrigan with his new helmet and high boots.

Howard Bearce claims a high average for bowling in Foxboro, but he hasn't shown us anything in our league as yet. Pretty near time you did, Howard!

Stan Sallie has taken unto himself a wife. Lotsa luck, Stan!

What a Rep!

The management of the Uptown ballroom has presented Joseph Quinn with a "Life" pass to the Old Timers' Dances on Saturday nights. Noticing a drop in the feminine attendance one night that Joe did not appear, the manager lost no time in dispatching the complimentary admittance card to Joe. From now on there will be no more womanless dances at the Uptown!

Bird Club Banquet at the Norwood Armory, November 19th.



Frank Ventresco has returned to work following a two weeks' sickness.

Work on our new garages has begun.

Don't forget to draw off the water from your car's radiator from now on, Larry Johnson. Blocks are expensive!

Nobody Suspected.

Frank Blazis put one over on the boys and we don't mean maybe! He was married on November 3, and it wasn't until one month later that anybody found it out. Mr. and Mrs. Blazis are now living on Saunders Road, Norwood.

Paul Sansone spent his vacation moving snow!

John Graney returned from a Maine hunting trip with an eight point deer.

We wish Frank McMahon more good luck, after his good luck at Swift's Beach. He did not have any damage to his property from the hurricane.

Jack Bailey has been looking around for a new car since his Ford met with an accident two weeks ago. Pick out a good one, Jack.

Lon Frazier has just returned from a hunting trip to Maine. He tells us the air was fine there. "Oh, deer?" Well, better luck next time, Don.

Lou is Cataldo has sold his two 500 lb. pigs and is now taking up the hen business. Nice work, Louis.

Steve Jarvis has returned to work after a vacation in Norfolk, Virginia.

We extend our sympathy to Leslie Forrester in the recent illness of his boy.

We are glad to have Francis Nichols back with us again after being out about seven weeks with a broken ankle.

John Mattson enjoyed a week of hunting at South Carver on the Cape.

Dame Rumor Says:

The rumor is around that our tall, dark and handsome Tony Richiardi is about to take the final leap. They say next April 19 is the day. Good luck, Tony. She is a lucky girl.

Flooring Mill and Office

Angelo Macchi
Thomas Paquette
Laurence Gammell

Leon Zinkowsky
Albin Vietze
Thomas Burns

Wilho Waukhonen is talking of joining the U. S. Marines. Why the sudden inspiration?

Flower Pot folding is one of our most skilled jobs for girls. Good workers fold seven to eight thousand in a day and think nothing of it. The girl in the foreground is Helen O'Malley.



Frank (Kipper) Clem claims the largest picklerel of the season. It seems that the improvised method mentioned previously in the *Review* worked to his satisfaction. *Only* he is still trying to collect his reward in the contest. **Wants a "Bigger" Ben.**

John Smith is looking for a new alarm clock. John says it must be able to talk; then when he wakes up in the morning with his eyes only half open, the clock will pipe up with, "It's six o'clock, Mr. Smith."

Leon Zinkowski, our coming "shyster," has nearly completed his course of study in law school. The boys will be glad when he finishes because they figure that is where he learns to pull off so many shady deals. His latest stunt was to raffle off a turkey which he didn't have, and then win it himself!

Bert Seekins' fishing memories are still lingering on. Bert left his twelve dollar rod and reel on the dock down on the Cape.

Teddy Knaus is sound-proofing his game room. Reason—the Bird Christmasteers are going into their usual Christmas session.

Walter Wallis has a new side line, trapping. He has several traps set at strategic points along the Neponset River. He hasn't reported any large catch as yet, but before the winter is over the market will be flooded.

No Party?

William Cherry has purchased a home in North Walpole; the boys are already planning a house-warming, but Bill doesn't think much of the idea.

"Bill" Cody is now engaged in masculine exertions at the Y. M. C. A. We wonder if the forth coming year is going to present us with another Charlie "Atlas."

Match

"Blacklash" Wilson was recently defeated by Lillian Paquette in Table Tennis. Any beginner who wants any matches, please call Wilson immediately. He feels that he cannot give up the game entirely, but our advice is to stick to your fishing, Gordon.

The Undercoat Department was well represented at the Bird Club banquet. The boys all reported enough to eat except Ward Gowing. Ward saved all his appetite for ice cream and then had to pass up seconds on that. Too bad!

Anyone knowing anything about cameras or enlarging see Elliot Webber.

Steve Mellich still claims he does not come from Omsk.

We understand that Eddie Johnson is about to conduct a class in choir singing and voice training. Anyone interested please see Eddie. The accompaniment will be furnished by Vic Plosinski on the organ.

We have it from good authority that Bob Wilson was not at the Battle of Bull Run.

Chicago Mill and Office

Gladys Davis
Raymond Gusick

Edward Stadt
E. G. Mantouffell

AN OPEN LETTER TO SANTA CLAUS

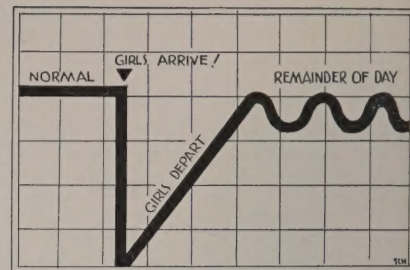
Dear Santa:

All year we tried to be so good,
We never "cussed"—just "knocked on wood"

Though strange to you, it may appear,
We told no lies and swore off beer;

Don't like to brag, but 'tween you 'n me,
We never in jail did end a "spree"

Love our neighbors? Indeed we do!
If you saw the lassies, so would you;



Production Chart at the Flooring Plant the day the Wellesley Girls visited.

Early to bed and early to rise,
The man who wrote that, knew us guys.

So "Nick, ol' boy," when you're our host,
Please don't forget what we want most.

Please bring John Matcha a red scooter, also a copy of that immortal fairy tale—"Hansel and Gretel."

Louis Lance requests a "Choo-choo train" and a year's supply of snuff.

With winter setting in, Bill Folstrom will need more than his love to keep him warm—couldn't you spare a blanket for his car and some hot water bags for its passengers?

"Bercha-a-buck" George has trouble cashing checks—isn't there anything you can do to help him? (No, a divorce won't be the answer.)

Roy Gusick would like a "Scout Knife" and a green woolen scarf with yellow polka dots.

Abe Bohnenberger needs direction sheets for keeping midjet racers in one piece—at least until his protegee gets a little older.

Elwood Buffington wants a little more telephone numbers and a little less "I should say not's" when he tries 'em.

Herman Rohrback and Maurice Meyer will settle for asbestos union suits.

Harold Fuller would like a green bicycle complete with horn and a real light.

Albert Trudeau would just love a blue-eyed doll and buggy. (5'2" and gas, respectively.)

John Comiskey would be tickled to get some tips next summer at Pimlico. (He needs 'em.)

As for yours truly, I'll have a lesson in "swing." Also, a police whistle for protection and I only hope that our Alderman makes good his pre-election boast of a "cop on every corner"—but if he don't, just send the violets in care of the County Hospital, about two hours after publication of the next *Review*.

Thank you,
Ted Polek.

P.S. Not that I care whether he drives me home once in a while or not, but Orlando Cozzi has been so very, very considerate in driving the girls home, couldn't you send him an extra large potion of arsenic with my compliments—also some violets.

B-r-r-r

It surely must be cold. A certain B. K. is wearing his red flannels.

Suggestion

A pie-eating contest for Neivedock and O'Connell.

Hobby Lobby

Oscar Bowman collects short ends of pencils. Some two hundred decorate his car.

Bruce, don't give up. Our latest news is that Rollo Hasen is a husband.

See Bud Lester for lessons on doing the Lambeth Walk.

A Warning

Beware! Dead End Kids, you have strong competition in our Remake gang.

A few more years and a few less hairs and Tony Soltan will be perfect for the "King of the Gnomes."

A year's subscription for the "Wild West" magazine surely entitles Bob Julian to a pair of spurs.

If you are fond of the good old-fashioned fish stories, ask George Heugel about his hunting trip.

If Hollywood needs a double, they can call on Paul "Mr. Moto Leatherman."

Bud Hackett's new promoter is his kid sister.

Did you ever sit at the wrong table in the restaurant and get that "The table is reserved" look from the mechanics?

Who's the little blonde that Harold Rohrbach swallows his lunch whole for?

Rollo Hasen is Chicago's new floor walker.

Shreveport Mill and Office

Harvey Beauchamp

Charles Houghton

One member of the Bird Family—Mr. Stork—is being kept very busy in the Southwestern Division. Frederick Carleton Robie III arrived in Wichita, Kansas on November 3, F. C. Robie, one of the Southwestern salesmen, immediately forwarded his application to Mr. Peterson for enrollment in the next Bird Roofing Engineers' School.

Mr. and Mrs. H. B. Beauchamp are the very proud parents of Robert Harvey Beauchamp, who arrived November 26.

Eye Trouble

Dick Johnson returned from his vacation a few days ago, and we regret that he is having trouble with his eyes at this time. It seems that the sights in Galveston were too much for Dick.

The Shreveport office has been honored with a number of prominent visitors during the past few weeks. Mr. B. H. Roberts and Mr. A. H. Anderson from East Walpole; Mr. W. W. Wilson from Chicago; Mr. H. S. Whitney from East Walpole; and Mr. H. S. Hanna of East Walpole and Mr. H. W. Altman from Chicago have all paid us a visit recently.

Mr. R. D. Peterson, Southwestern Sales Manager, spent the week of November 28 in East Walpole for the Sales Managers Meet-Up.

This is Patsy Anne Schreiber, seven months old daughter of Herbert Schreiber, and granddaughter of Nicholas Schreiber of the Chicago Plant.



A recent party given by the fellows in the plant was enjoyed by all employees and guests. A sight worth seeing—Thyra Carter riding a mule at midnight, especially when she takes a bounce and hits the ground.

We're wondering why Katherine Mares should receive a set of lovely water glasses on her recent birthday?

"Pops" Faircloth put a new spindle in his car, but the only reason the car wouldn't go was there wasn't any gas in it.

Johnnie Van Brussell changed motorcycles, but doesn't show it.

Congratulations to Lawrence Miller "It's a fine baby boy."

Johnnie Scheen is still getting the flat tires, and not all due to roofing nails. He has worn out two pumps so far.

Ping-Pong has been taken up in earnest here at the Shreveport Plant, with the boys coming early and staying late to get in a few games. The men of the plant appreciate the new Ping-Pong Table and new floor covering for the Brigade Room.

Good Hunting

Speaking of hunting, Sewell Winkler and Oscar Palmer went Rabbit Hunting, saw one dozen—shot at one-half dozen—and brought home none. Walter Bauer tried his luck, but only succeeded in blowing a small bird to bits with a shotgun.

The secret why George Gray was being called "hon" by some is now out, *He is married.*

It is being asked by some, how Willie Smith (Barney Google) finds time besides tearing up bridges, cars and getting married, to hunt ducks on Posted Property.

There appeared to be an epidemic of illness among the fellows of the plant the day after Thanksgiving—Walter Bauer and others.

Bill Motes has an impending disaster approaching—December 24 he gets married.

George Shaw is in love again—AND A BLONDE.

Safety Honors for Bird & Son Plants

IN the National Safety Contest for the Paper and Board Remanufacturing Division of the Paper Industry, ending last June, our Chicago Roofing Plant was first out of the group of nineteen competing mills, completing the year with no accidents and with 309,688 man hours of safe operation. Perfect records for the period of the contest were made by only seven contestants in the entire group of paper mills which competed in all divisions of the Paper Industry Annual Safety Contest, and out of the seven our Chicago Plant made the most outstanding record because of the large number of man hours operated without any lost time accidents.

For this record the Chicago Division was awarded a fine safety trophy and Mr. Erich Gach, Superintendent of the Chicago Plant, was present at the meetings of the Safety Congress

to receive this trophy in person. Chicago's record for the 1937-1938 contest is certainly one to be proud of, and with a fine start like this, it looks to us as if everyone in Chicago had made up his mind to outdo Phillipsdale and show the world that other Bird & Son divisions can also make outstanding safety records.

In addition to this award to Chicago and the National award made to Phillipsdale, which was mentioned in the October issue of the *Review*, a certificate of merit was awarded the East Walpole Divisions at the National Safety Congress because these divisions had operated 1,311,270 man hours with only five disabling injuries. Speaking about this record in its columns, the "Paper Industry and Paper World" said, "All three top ranking mills in each group made large reductions in their frequency rate from those in previous contests. The most consistent decrease was made by the East Walpole Mill of Bird & Son, whose frequency rate in 1935 was 11.386; the next year 7.147; next year 6.970 and in the last contest 3.05."

Congratulations to East Walpole, Phillipsdale and Chicago for their fine safety records which brought them national distinction.



By Herman Nordstrom

THE first Cribbage Party of the winter season was held on Thursday night, November 3, 1938. It was the biggest opening night since the Bird Club has sponsored Cribbage parties. There were 61 players.

First prize went to Henry Wohler of Lepper's Garage, Norwood, and second prize to Joseph Dornig, of Davis Avenue, Norwood.

The four door prizes of baskets of fruit went to William O'Brien, No. 2 Box Shop, Owen Sullivan, Norwood, Thomas Murphy, Norwood, and Charles Chorlton, Roofing Plant.

SHE: "Won't you stop drinking for my sake?"

HE: "Who told you I was drinking for your sake?"

The Hollander

Annual Meeting of the Neponset Credit Union

FIVE directors were elected for a period of three years and a dividend of 5% on all shares was voted at the annual meeting of the Neponset Credit Union held in Bird Hall on Wednesday, November 9. Four of the directors—B. D. Rogers, Walter H. Hartig, George E. Smith and John J. White—have served previous terms; Russell A. Tupper is a new director, replacing A. H. Russell who has served faithfully for many years, but who requested that his name be withdrawn from nomination because increased duties prevented him from attending the meetings regularly.

The report of the treasurer showed the most active year the Credit Union has ever experienced with total assets of \$256,316.00.

The voting of the 5% dividend on shares marks the sixth consecutive year that a 5% dividend has been paid. It was also voted at the meeting to continue the practice of permitting only forty shares to be held by any one member and to pay interest only on the first \$250.00 of savings deposits, thus continuing the same regulations that have been in effect for several years.

By-Laws Changed

By unanimous vote of the members present, it was voted to accept the recommendation of the Board of Directors and change Section 2, Article XI of the by-laws so that it no longer is necessary for the President to countersign the checks issued by the Treasurer. This will save unnecessary work for the President and will simplify the issuing of checks. The Bank Commissioner of Massachusetts will be notified of the vote taken by the membership at Wednesday's meeting and if he gives his approval on this change in the by-laws it will go into effect immediately.

After the routine business of the meeting had been completed, a most interesting explanation of credit union work was given by the Treasurer, A. W. Smith. He told how the credit union work throughout the state and the country was expanding, showing that the increase in our own organization was typical of the situation all over the country. He said that a new credit union has recently

been formed for the workers of the Town of Walpole. This makes three credit unions now in Walpole and two in Norwood.

In response to a question, Mr. Smith explained the obligations and responsibilities of co-makers to credit union loans. A co-maker is required on all unsecured loans over \$100.00 and in certain cases the credit committee may request a co-maker on unsecured loans of less than \$100.00. At least two co-makers are required on all loans over \$300.00. Before a co-maker signs the note, it is carefully explained to him that he is signing as an endorser and that if for any reason at all the maker of the loan cannot pay the loan when it is due, he (the co-maker) will be required to pay whatever balance is remaining.

Responsibilities

Sometimes the credit committee requests that additional co-makers sign a note so that if payment by the co-makers becomes necessary, it is less of a hardship than if only one person were responsible for the entire amount. However, even if there are two or more co-makers it is still entirely possible that one co-maker may be held responsible for the entire balance, if the maker of the loan and the other co-makers fail for any reason at all to assume their responsibilities in paying the money. In such a case the credit union would legally have to collect from the co-maker who could pay, and it would then be that co-maker's responsibility to collect what he could from the other signers.

In response to other questions, Mr. Smith stated that a member may be a borrower and a co-maker at the same time, provided his credit is good enough to pass the approval of the credit committee. Also co-makers may be, and often are, obtained from outside the credit union membership. Any person of good financial standing may act as a co-maker.



By Ralph Watson

AN even dozen camera fans gathered in East Walpole square on a Sunday

in October for the first camera hike held by the club. Originally planned to go to Roger William Park in Providence, the hikers instead went to Franklin Park in Boston, because of the hurricane and tidal wave damage at Providence. A very enjoyable day was spent in photographing scenes about the park, and one another. Lunch at Johnson's restaurant was followed by more photography in and about the animal houses. We shall all remember Dorothy McEleney's desperate endeavors to get a picture of an elephant that persisted in presenting nothing but a rear view. They do say an elephant never forgets! Later at Blue Hill two members gave a demonstration of the proper way to hitch hike, but there must have been something wrong with it. Nobody stopped.

October Meeting

At the October meeting a paper was read on "Photographic Papers and their Properties" illustrated by twenty-four salon prints loaned by the Eastman Kodak Company. Twenty-three prints made by the members were entered in the month's contest and first place was taken by Perley Mudgett with his "Storm Cloud," Walter Hartig's "Sunbath" won second, and William Broadley was third with "Coming Up." Mr. Joseph Guild of Dedham was judge.

A new method of scoring prints was adopted by the Exhibitions Committee for the November contest. The members now vote on each print, scoring it for interest, com-

Tony MacBride of the Phillipsdale Shipping Department in a good natured mood.



position, and technique. This method is the one which will be followed in the future. The subject for November was "Outdoors at Night," and nine prints were made by the members on this tough assignment. First four places were taken by Paul Kugel, Walter Hartig, William Broadley and Ralph Watson, in that order. Their prints have been sent to the Manhattan Camera Club for their Inter-Club print contest, which will be judged by top-notch critics early in December.

Walter Hartig gave an interesting talk at the November meeting on "Christmas Cards by Photography," illustrated with lantern slides. Beginners who have been entering prints in the contests scheduled for them show that they have pretty well mastered the art of developing their own films and making contact prints. They should take up enlarging now and enter salon prints in the Advanced and Intermediate classes, and a few demonstrations in the club's darkroom are being planned for those interested.

Improvement in

Plant Safety Record

OCTOBER and November show a real improvement in our Safety record, with only one lost time accident to report for each month.

On October 1, Melvin White of No. 1 Box Shop met with a serious accident when the fingers of his left hand were caught in a Thompson press, between the die and the bed plate. This caused the loss of both the index and middle fingers, and he still has not returned to work.

Marion Kissell, Flooring Print Machines, was burned about the face, neck and arms on November 5 while helping wash paint boxes in a hot Oakite solution. After some of the water had been drained from the tank, the drain pipe was not properly plugged. As a result, when the pump was started the hot solution came out the drain pipe and burned Kissell.

These two accidents bring our total for the year up to fifteen—one more than for the entire year of 1937. This is still a very good safety record and with continued safe operation during December we should finish 1938 with a very satisfactory record.

Suggestion Awards

OCTOBER

THE following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Babbit Ball in Top of Newhouse Crusher—Everett Jarvis, FBW

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Thin Sheet Steel Plate for Roll Conveyor—Louis Adamek, FC
 Rollers for Board at Wire—Albert Carlson, DPP
 Rubber Protectors for Slides on the Beaters—Patrick W. Clarkin, DPD
 Bell or Light near No. 1 Beater—Edward Collins, DPP
 Opening on Slate Hopper Pipe to Reach No. 4 Carrier—Joe Cozzi, FC
 Brake on Pull Rolls No. 5 Hanger—G. C. Fillmore, FFM
 Hook for Tub Chain at Paint Screen—John R. Finningham, FFP
 Cut Hole in Cement in Elevator Well FXC—P. J. McCall, FXC
 Better Method of using Emery Cloth for Sharpening Knives at FB
 —Joseph J. Pawlowski, FBPM5
 Extend Grease Nipples on Pull Rolls FBPM1—Theodore F. Pieczonka, FBSM
 Cam on Squeeze Roll at DP—Fred Pierson, DPM
 Safety Guard on Starting Buttons—Everett W. Seavey, FXR
 Guard Rail at Save-All Machine—Chas. W. Shusta, FXV2
 Steps at Reeves Drive FXCM2—Pat Sylvester, FXC7

Two men, G. C. Fillmore, FFM, and P. J. McCall, FXC, were given additional awards of \$10.00 for having five suggestions accepted.

NOVEMBER

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Idle Roll for Winder—Joseph W. Bartell, FBPM7
 Wooden Cores for Claff and Myers Rolls—Louis Maida, DFF
 Sprocket on Embossing Roll—Valentine Nievedock, FC
 Split Spacer Collar Slitting Roll FBPM2—Edmund Wenstrom, FBPM1

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Time Stamp for Shipping Department—Edward Buffington, FC
 Fire Extinguishers at Warehouse—Geo. Christiansen, FC
 Change Method of Shutting Down Mill—Perry W. Crane, FBW
 Sign for Racine Avenue Warehouse—Ray Engvorson, FC
 Put Guard on Oil Pump at FXC—John Grusaki, FXC
 Use Six-Watt Pilot Lights—Kenneth D. Hay, PEL
 Guard on Gravity Conveyor at FXRM13—Felix Iarocci, FXR
 Guard for Creasers on FXCM1—Walter McKenna, FXC
 Safety Lock for Pull Rolls No. 7 Machine—Francis McSwain, FBPM7
 Soapstone & Asbestos Shaker—James F. Phelan, FBC
 Plate for Hand Truck—Herbert H. Schreiber, FC
 Hem Waste Bags—Everett W. Seavey, FXR
 Guides for Loop Roll No. 1 Machine—Fred P. Turco, FB1
 Change Gate Valve, Asphalt Transfer Tank—J. S. Walker, EMT
 Better Method of Disposing of Excess Water—John H. White, FBM
 Lubrication of Continuous Weighing Scale FBPM1—John H. White, FBM

Herbert Schrieber, FC, J. S. Walker, EMT and John H. White, FBM, each received an extra award of \$10.00 for five accepted suggestions.

Three suggestions accepted some time ago as of Intangible Value, have now shown definite savings, and were therefore reclassified and given additional awards of \$5.00 each:

Better Method for Adjusting Feature Strip Slitter—William Janusaitis, FFF
 Mirror for FXRM34—William O'Brien, FXR
 Revolving Guards for Roll Stands in FFR—James O'Sullivan, FFR



Before and after at Herman Lauble's home on Pond Street in Westwood. The first picture shows the house just after it was built. The other picture shows it today. All of the landscaping work has been done by Herman himself. He recently received an award from the Better Homes of America Corporation for his fine work.

Veterans' Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during December and January, and of those who complete twenty or more years' service during these months.

DECEMBER

August Hilderbrandt	12-25-1889	Retired	49
A. R. Jenkins	12-13-1894	Flooring Plant	44
Harry Mann	12-1-1901	Experimental Engineer	37
Robert Roy	12-27-1905	Roofing Plant	33
Dennis Broderick	12-20-1906	Janitor	32
David Heylin	12-21-1906	Maintenance	32
J. S. Robertson	12-7-1908	Traffic	30
Wilbur Fay	12-9-1908	Maintenance	30
Frank Whitehead	12-19-1908	Maintenance	30
R. C. Fulton	12-30-1912	Flooring Plant	26
Joseph D. McGregor	12-16-1915	Roofing Plant	23
Patrick Feeney	12-17-1915	Roofing Plant	23
Victor Makela	12-24-1915	Roofing Plant	23
Giuseppi Lingo	12-3-1917	Flooring Plant	21
Nunzante Famigletti	12-3-1917	Flooring Plant	21
Enos Masciarelli	12-3-1917	Roofing Plant	21
Anna M. Roundy	12-26-1917	Main Office	21
Herman Nordstrom	12-8-1918	Paper Mill	20
K. G. Rouillard	12-16-1918	Office	20
Emil Sigmund	12-18-1918	Maintenance	20
Clyde Bennett	12-3-1923	Flooring Plant	15
Swen Berglund	12-3-1923	Flooring Plant	15
David Bader	12-3-1923	Roofing Plant	15
Edward L. Lincoln	12-4-1923	Roofing Plant	15
Curtis Boyden	12-7-1923	Maintenance	15
Bartley Curran	12-10-1923	Box Shop	15
Vaughn Lowerson	12-14-1923	Box Shop	15
Veronica Dixon	12-11-1928	Paper Mill	10

Chicago

Bryson J. Overholt	12-5-1913	Office	25
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Phillipsdale

Thomas Henderson	12-14-1894	Superintendent	44
Frank Mello	12-14-1915	Plant	23

Berry Asphalt Co.

Doyle Purtle	12-7-1933	Plant	5
E. S. Martin	12-28-1933	Plant	5

Canada

Miss E. B. Patterson	12-1-1923	Toronto Office	15
V. Duranceau	12-20-1915	Montreal	23
E. J. Savard	12-1-1918	Pont Rouge	20
J. G. Jackson	12-9-1918	Pont Rouge	20

JANUARY

Henri Davenport	1-1-1898	Office	41
Carl V. Smith	1-1-1901	Paper Mill	38
F. W. Welch	1-16-1901	Box Shop	38
Joe Knaus	1-24-1902	Paper Mill	37
May Gardner	1-26-1902	Office	37
B. D. Rogers	1-21-1907	Director of Personnel	32
Panfilo Lacivito	1-12-1912	Roofing Plant	27
H. E. Sawyer, Jr.	1-26-1914	Office	25
George L. Towle	1-7-1916	Box Shop	32
Pasquale Ruscitti	1-15-1917	Power and Steam	22
Edith M. O'Neil	1-16-1917	Office	22
William E. Hale	1-15-1918	Roofing Sales	21

Joseph Donovan	1-16-1918	Maintenance	21
A. D. Kilham	1-1-1919	Roofing Sales	20
Antonio Gugliotta	1-2-1919	Roofing Plant	20
Ira Post	1-1-1924	Office	15
Isabelle Faunce	1-7-1924	Office	15
Anna Eklund	1-10-1924	Office	15
Angelo Auciello	1-16-1924	Paper Mill	15
Bruno Stravinsky	1-17-1924	Box Shop	15
Fulton McLean	1-18-1924	Flooring Plant	15
James Connolly	1-23-1924	Flooring Plant	15
Clyde Phipps	1-24-1924	Roofing Sales	15
Roy Mearns	1-30-1924	Box Shop	15
Federigo Federigki	1-28-1929	Roofing Plant	10
Tom Concannon	1-29-1929	Roofing Plant	10
Michael Kareken	1-1-1934	Flooring Sales	5
Robert C. Hamilton	1-8-1934	Roofing Sales	5
Stanley Alukonis	1-30-1934	Flooring Plant	5
Thos. Cotter	1-30-1934	Flooring Plant	5
Chas. Letts	1-31-1934	Flooring Plant	5

Chicago

Edward L. Buffington	1-24-1929	Plant	10
Milton Crawford	1-28-1929	Plant	10
William Kennedy	1-31-1929	Plant	10
W. H. Lupton	1-2-1934	Roofing Sales	5
J. E. McLaughlin	1-2-1934	Roofing Sales	5
Alice Corr	1-8-1934	Roofing Sales	5
D. B. Elliott	1-15-1934	Roofing Sales	5

Phillipsdale

Rexford Salisbury	1-6-1909	Plant	30
John H. Nolan	1-15-1917	Plant	22
Joseph Fisher	1-23-1929	Plant	10

Berry Asphalt Co.

Sid Martin	1-1-1929		10
John Atkins	1-10-1929		10
Otto Holloway	1-15-1929		10
Henry Richardson	1-28-1929		10
Chester Eberle	1-1-1929		10
W. R. McKissack	1-1-1934		5
John Arrington	1-10-1934		5
Hirschel Martin	1-11-1934		5
Carl Hodnett	1-1-1934		5

Canada

E. G. Raspin	1-28-1929	Montreal	10
J. Taylor	1-24-1929	Toronto Office	10
R. Foulds	1-23-1917	Hamilton	22
E. A. Sentenne	1-1-1924	Montreal	15
A. Vincent	1-19-1924	Montreal	15
P. A. E. Leduc	1-8-1929	Montreal	10
O. Marineau	1-29-1929	Montreal	10
D. H. Fyfe	1-15-1929	Hamilton	10
C. W. Stryker	1-1-1913	Ontario	10
J. B. Bertrand	1-1-1924	Salesman	26
		Western Canada Sales	15



By Frank Eisenhauer

IN response to the notice that we were starting a beginner's class in First Aid this winter, we have had 14 applications from the Bird & Son workers and quite a large list of

applications from people outside the organization. It now looks as if the class would get started sometime during the month of December and will continue for 12 to 15 weeks as usual. Frank Eisenhower will be the instructor.

Members of the First Aid Club have started practicing for a team work competition which will be held by the Massachusetts Safety Council next June. Teams of five men each from various companies throughout the state will compete. Nelson Bartlett, Roofing Plant, and Charles Rafuse, Store Room, have been chosen as the two men to represent Bird & Son at an Instructor's class, with Harold Smith, Roofing Plant, and Roy Cooper, as alternates. As part of the preparation for the competition, these two men will attend the Instructor's Classes in First Aid in Boston this winter in a course to be given by the American Red Cross. This instruction will enable both these men to return and help train the five-man team for the Spring contest.

At recent Fire Brigade meetings, First Aid talks have been given on the proper methods of transporting injured men, and the "do's and don'ts" to prevent further shock to those who have been injured.

At the December Fire Brigade meeting, Dr. Bourke presented the surgeon's point of view on this question. He showed how many times it is necessary for a doctor to treat for shock and injuries of improper handling before he can start to treat the actual injuries received in the accident itself.

These talks have given the men a new sense of the value of proper care in the first few minutes following an accident.

Part of the drum yard at the Berry Asphalt Company. These drums, filled with our products, are stored here waiting for shipment to various parts of the country.





By Frank Clem

THE two Bird Club teams, Chromalin and Neponset, stand third and fifth respectively in the Norfolk Table Tennis League. The League leaders at this time are Newton Table Tennis Club, first, and Boston, second.

The interdepartmental league is going strong on Wednesday nights with a hot scramble for leading position. The league is composed of nine teams including a team of the leading girl players. The more experienced players have been scattered among the different teams in an effort to equalize team strength. Points scored in the first two weeks are as follows:

Team	Won	Lost	Average
Flooring Office	9	1	.900
Print Machines	14	6	.700
Chromalin	6	4	.600
Art Room	6	4	.600
Box Shop	5	5	.500
Roofing	5	5	.500
Sales	8	12	.400
Accounting	6	14	.300
Half Tones	1	9	.100

Around the Table

The two biggest events of the season so far have been the September 21 hurricane and Lilyan Paquette's defeat of Gordon Wilson.

The feminine outfits seen at the hall have ranged from shorts to snow suits. The fellows favor the shorts. The slacks used by leading women players have not appeared as yet. There is always a good mixed crowd on Friday night. It seems that table tennis isn't the only attraction.

Ed Geigle is the most improved player at the hall this year.

Jim Garner, Bird & Son's champ of the days when the game was in its infancy, is back again, playing on the Art Room team.

Feminine Angles

By Julia Lewis

We heard tell that Johnny Woloshyn's face was very very red the night that Pauline Babel took the only point the girls won. The girls don't feel so awfully bad about taking only one point. The Accounting team lost a match 9 to 1.

Peg Delaney would much rather

play table tennis on the floor. Peg, is the floor level or has it got a left bump?

We hear that the boys don't like the idea of the girls playing in their league. What's the matter, are you afraid of us? We are only out for the practice.

The girls are coming out in grand style this year. We can see many a coming champion. Keep it up girls.

The girls' league started on December 1.

Eleanor Carlson—take a tip. Change your style of playing. The boys say that your game is a cinch at present so why not try a little cutting for a change?

A B C of Bird & Son

By L. T. Harriman

- A stands for Art Bric which always stands out.
- B is for Base Sheet, good beyond doubt.
- C stands for Custom Built, always hand made;
- D for Diamond Point, a very good grade.
- E stands for Economy made to compete;
- F is for Flower Pots that can't be beat;
- G for Giant Shingles into which slate is pressed;
- H is for Hex Twins, of their kind they're the best.
- I stands for Insuliner, used under siding.
- J for Jaspe, which never goes hiding.
- K stands for Kraft, in it asphalt is nesting;
- L is for Laboratory, which does all the testing.
- M stands for Mineralite, stands out in the dark
- N for Neponset, our good old trade mark.
- O is for Old Reliable, better there ain't;
- P is for Primer, the best priming paint.
- Q stands for Quality, which always is fine
- R for Rubberlike, a potential gold mine.
- S is for Service in which we're well versed
- T stands for Tar, the quality is first.
- U stands for Universal, long does it wear
- V is for Vision, excellent and rare.
- W for Waterdyke, always a hit
- X marks the spot, we're never on it.
- Y stands for Youth, without it we die
- Z is for Zeal, now we bid you good bye.

Two Roofing Workers Die

TWO Roofing Shipping workers, both of whom had been with Bird & Son for a number of years, passed away during the early part of October. On October 3, Joseph A. Guertin died. He had been with us since 1926, first as a laborer in the Shipping Department and later as a tractor driver. He is survived by his mother, Mrs. Mary Guertin, of Norwood.

The next day on October 4, Adolph Kotak passed away after a lingering illness. He also was a member of the Roofing Shipping Department and had been with Bird & Son since 1912, working for a time at the No. 2 Box Shop, and later on the Shingle machine at the Roofing Plant. He had been in the Shipping Department since 1932. He is survived by his widow, and one son and daughter.

We extend our sympathy to the families of both these former workers.

Six Hundred Attend Banquet

MORE than six hundred members enjoyed the first Bird Club party of the season, a Holman Chicken Pie Banquet, on Saturday night, November 19, at the Norwood Armory. In spite of the stormy night, there was a record attendance and the fine food was enjoyed by everyone who came.

Following the banquet, three acts of entertainment were put on, and then dancing continued for the rest of the evening. No further entertainment plans have been made yet, but announcement will be made later of other parties during the season.

1938 weather wasn't all sunshine: 1. New Year's Blizzard. 2. July 22nd Flood. 3. September 21st Hurricane





By Leo Bernier

THE Club opened its third season on October 24, with forty men in attendance at the first rehearsal. Henry Jackson Warren, director, and William Achilles, accompanist, have again been engaged, and the members were pleased to welcome them back to the Club.

The past two seasons of choral singing have given the men a keen appreciation of what real pleasure can be derived from the Glee Club. Enthusiasm and willingness to attend rehearsals has been responsible for the unusual success of the Club. Our Club is fast acquiring a technique and quality of tone rather surprising in such a young organization.

Several new men have joined the Club and we are very glad to welcome them. We hope everyone who likes to sing will come forward and join the gang. When tonsil torturers with leather lungs, lustily loosen larynxes and make the rafters ring with he-man melody, it's mighty interesting and a lot of fun.

First Concert

The Glee Club's annual concert for Bird Club members and their guests comes rather appropriately during the Christmas season. Men from all departments of our organization prepare a program of varied selections and traditional carols for the enjoyment of those who like male voices in chorus.

The Christmas concert this year will be presented on Thursday, December 22 in Bird Hall at 8:00 P.M. Edgar Grout is Chairman of the Concert Committee. An excellent program is being rehearsed by the men. The guest soloist of the evening will be Miss Pauline Ransow of our Purchasing Department, who is remembered for her fine work in the leading role in the Minstrel Show two years ago. Her group of selections will include two Christmas songs.

B-Flute Equipment for Combiner

WITHIN the past few months new equipment has been installed on the No. 2 Combiner at No. 1 Box Shop which now enables us to make both A-flute and B-flute Corrugated Shipping Containers, where formerly we made only the A-flute type.

The A-flute type has corrugations which are 3/16" high, and run 36 to the lineal foot of board. A-flute boxes still rank first as the best containers for shipment of fragile articles such as glasswear, because of the cushioning effect of the higher corrugations.

B-flute board which is a later development of the industry, has corrugations 1/8" high and 52 to the lineal foot. For certain types of shipping the B-flute board is superior to A-flute in that the B-flute walls are less subject to puncturing and at the same time retain flexibility to stand up under continued rough handling of transportation.

This new equipment also makes possible the manufacture of a double-wall A-B flute corrugated board. This is a combination of two outside liners, an A-flute and a B-flute corrugated sheet, and one facing between the A and B flute corrugations. This affords the double protection of resistance to puncture by the B-flute on the outside and the extra cushioning effect of A-flute on the inside. It is an ideal case for shipping heavy loads such as gallon cans of paint and other similar items. The new equipment adds to the flexibility of our production, and enables us to offer our customers practically every type of corrugated board which may be required, and we anticipate substantial additional business in the B-flute and double-wall field. Latest reports are that the new equipment is working well, and the operators are getting out good production.



Helpful Henry (Ye Olde Maestro) was overheard to burble at the Glee Club rehearsal the other nite, when the First Tenors went a little sour, "Wouldn't that Bernier up!"



By Guy Hoyt

AT the start of the season, the Roofing Machines team rolled itself into High Team Single String honors with a score of 560, and High Team Three String honors with a score of 1564. No. 2 Box Shop team is leading the league with 17 games won and three lost, and Roofing Maintenance team is right behind, with sixteen won and four lost.

High Individual Single String of 143 pins was rolled by Francis Nevins, Flooring Shipping, and High Individual three string of 361 held by Amedio DiFlaminis of No. 2 Box Shop.

Following are the ten leading bowlers as of December 1, 1938:

Name	Team	Strings	Average
Amedio DiFlaminis	FX2	12	107.3
Richard Sprague	FX1	12	103
Julius Aukstolis	FBP	15	101.5
Moses Bader	FBM	15	99.9
Paul Calderone	FF	15	99.2
Guy Hoyt	FX2	12	98.6
Stephen Thomas	FFM	8	98
Francis Nevins	FFV	15	98
Joseph Jarlis	DMP	6	97.6
Edward Knaus	FF	15	97.2

There are ten teams entered and the season has now been going about six weeks. The standing of the

There is nothing better than macaroni and meat balls for a hot weather dish, and Lawrence Angelo, Flooring Plant, proves it in this picture, taken last summer.





Here is an authentic picture of Ye Twitterer in his lair. After years of patient stalking, Ye Editor finally caught Ye Twitterer at work. Twit, Twit!

The team standings on December 1:

Team	Won	Lost	Average
No. 1 Box Shop	11	1	.815
Comptometer	9	3	.750
No. 2 Box Shop	11	5	.690
Advertising	13	7	.650
Stenographic	9	11	.450
Floor Covering Sales	3	13	.187
Traffic	0	16	.000

Former Employee Tells Experiences

Two very interesting letters have been received from John Marcellus, who resigned from his work at the Roofing Granule Plant last January to study radio work in the Middle West.

After his course was finished he had some anxious weeks before landing a job, and at one time was almost at the point of coming home. He writes—"Just about the time things looked the worst a turn for the better came. One Thursday afternoon I was up in my room taking things easy and copying some code when I was called to the phone. It was the Vice President of the school and he told me to get my bags packed in a hurry and be at the airport in time for the 4:00 P.M. plane that would take me to Dallas, Texas. At the time he called it was 1:00 P.M. and I had a million things to do, but I rushed around and was down in the Vice President's office by 3:00 P.M. and at the airport at 3:30. It sure is nice to be able to ride a plane, especially when it doesn't cost anything. The weather was very good and there wasn't a cloud in the sky. At 7:45 P.M. that same day I arrived at the Dallas Airport and was met there by a former school buddy of mine.

"The station here is the control point for the airline company. Business has been increasing and things

Glenn Hall, Chicago salesman, with a fishing party on vacation at Mullett Lake in northern Michigan. Glenn is the one with the pipe, and from all appearances we would say somebody else caught the fish.



John Marcellus, formerly of the Roofing Granule Plant, now working for an Airways company in Oklahoma City

get pretty hot here. It was quite difficult at first not knowing the plane schedules. There are seventeen of them. The line extends from Chicago to Brownsville, Texas. In addition to radio work, we have been learning about the business of handling cargo and seat reservations. My break-in period is about finished and I am to board a Douglas Airliner Friday afternoon to go on to my assignment at Oklahoma City for my permanent job."

The second letter was written a few weeks later from Oklahoma City and he says there—"It looks as if I will be stationed here permanently unless something happens. I like this place very much. I manage to keep busy learning schedules and answering phones. It's a great business. There are four of us working up here and they are a swell bunch and have been very good to me. In addition to radio operating, I help in handling cargo for the airplanes—that is, mail and express. I find this work very interesting and there are a lot of possibilities."

We know that John's many friends will be interested to learn of his success and that they are wishing him even greater success for the future.

Hard Times

PROUD SUBURBAN LADY: "You know my husband plays the organ."

DEPRESSED ACQUAINTANCE: "Well, if things don't improve, I fear my husband will have to get one, too."

teams on December 1 was as follows:

Team	Won	Lost	Percent
No. 2 Box Shop	17	3	.850
Roofing Maintenance	16	4	.800
Roofing Machines	15	5	.750
Flooring Machines	13	7	.650
Flooring Shipping	11	9	.550
Flooring Plant	10	10	.500
No. 1 Box Shop	7	13	.350
Granule Plant	6	14	.300
Flooring Maintenance	3	17	.150
Paper Machines	2	18	.100

Girls' Bowling Teams

No. 1 Box Shop leads the League for the girls' Bowling teams as of December 1, and the Comptometer Department stands second. Hilda Zimlicki holds both High Single String and High Three String records—125 pins and 327 pins. The Advertising Department holds both the team records—High Single String, 501 and High Team Three String, 1360.

Weekly winners of the high single prizes so far have been, Nancy Rugiero, Bertha Broadley, Jean Eckert, Jane Kwiatowski, Laura Farris and Hilda Zimlicki.

The ten high averages for the season thus far are:

Name	Average
Hilda Zimlicki	94.7
Margaret Owens	91.7
Jane Kwiatowski	91.3
Mary Blazonis	87.4
Laura Farris	86.9
Bertha Broadley	86.8
Mary Bannon	86.5
Betty Kugel	86.2
Ruth Anderson	86
Mary Geary	86



William Cozzi (right) and his son, Robert, vacationing on the farm of a friend at Pleasanton, Iowa. Bill works at our Chicago Plant.

Home Hazards

IV. Burns and Scalds

BURNS and scalds constitute about one-fourth of all injuries received in the home, almost 50% of them involving young children.

MATCHES are as dangerous as dynamite in the hands of young children. Use safety matches if possible, and in any case store matches in metal match boxes out of children's reach.

CLEANING FLUIDS are very dangerous, unless they are non-inflammable. Gasoline, naphtha, and other inflammable liquids are never used by safety-minded housewives. There are plenty of good non-inflammable cleaners on the market.

POTS AND PANS on the stove can inflict terrible burns on a curious child who reaches up to investigate. Keep the handles turned inward from the edge of the stove, and place the utensils far enough back so they are out of reach.

RIGHT FROM THE START teach children to avoid stoves, fireplaces and bonfires. Make them conscious of the danger.

SCREENS should always be used at open fireplaces. They stop flying sparks and keep people at a safe distance from the flames and heated fixtures.

Rules for Safe Driving?

Always drive fast out of alleys. You might hit a policeman. There's no telling.

Always race with locomotives to crossings. Engineers like it. It breaks the monotony of their jobs.

Always pass the car ahead on curves or turns. Don't use your horn because it might unnerve the other fellow and cause him to turn out too far.

Demand half the road—the middle half. Insist on your rights.

Always lock your brakes when skidding. It makes the job more artistic. Often you can even turn clear around.

Always drive close to pedestrians in wet weather. Dry cleaners will erect a monument to your memory.

Never sound your horn on the road. Save it until late at night for a doorbell. Few homes have guns.

Always try to pass cars on hills, when it is possible. It shows your bus has more power, and you can turn somewhere surely if you meet another car at the top.

Take the shortest route around blind left hand turns. The other fellow can take care of himself if you can.

Never look around when you back up. There never is anything behind your automobile.

A few shots of booze will enable you to make your car do real stunts. For permanent results quaff often and deeply of the flowing bowl before taking the wheel.

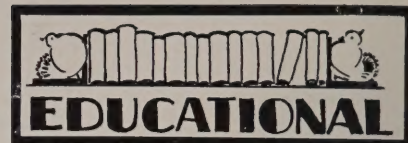
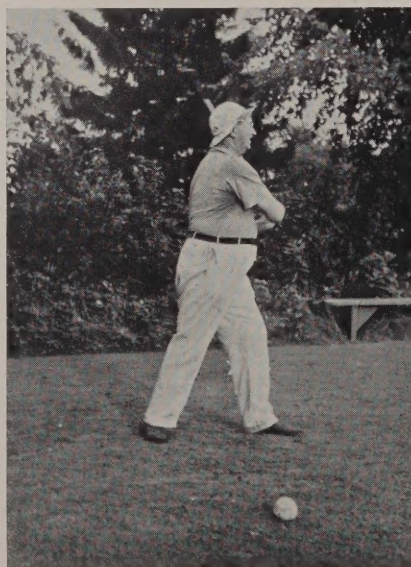
Drive as fast as you can on wet pavements. There is always something to stop you if you lose control—often a window.

Never yield the road to the car behind. The driver may be a bootlegger being pursued.

Never stop, look and listen at railroad crossings. It consumes valuable time, and besides nobody believes in signs.

Lapse your insurance. Your family will remember you kindly anyway.—Motor News.

Hey Bill, here is the ball over here. Yes folks, this is Bill Sline of our Roofing Sales Department in action on the Golf Course. P.S. In all fairness to Bill, that white spot is not the ball, but the tee marker.



By Ernest H. Coleman

BEGINNING early in January, a series of eight or ten weekly discussions will be held on Thursday evenings under the leadership of Dr. James M. Matthews, Director of the Division of Distribution at Babson Institute. Dr. Matthews is the one who conducted the very successful series for the Bird Club last year.

He has outlined his general themes for discussion as "a study of our Spectacular Past, our Bewildering Present, and our Potential Future." The class is being limited to 75 members, and as we go to press, a large number have already signed up definitely for these meetings.

Acknowledgments

Your kind expressions of sympathy are deeply appreciated and gratefully acknowledged.

Mrs. B. E. Page,
Mr. and Mrs. Leon Morrison,
Mr. and Mrs. Fred Morrison.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.
Mrs. Adolph Kotak and family.

In grateful acknowledgment of the flowers and the kind expressions of sympathy extended to me during my recent bereavement.
Mrs. Mary L. Guertin.

Your kind expressions of sympathy during our recent bereavement were deeply appreciated.

Mr. and Mrs. Curtis Boyden and family.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.
Mr. Joseph A. Ferland and family.

Your kind expressions of sympathy are deeply appreciated and gratefully acknowledged.

Mrs. Thomas C. Bannon and family.

We wish to acknowledge with sincere thanks the kind expression of your sympathy.
Mr. Carl Clem and family.

We wish to express our deep-felt thanks for your beautiful tribute and sympathy in our recent bereavement.

James Hazlett,
John Hazlett.

I wish to express my sincere appreciation of the many expressions of sympathy from my friends at Bird & Son during our recent bereavement.

Ida Milesky.



BIRD PRODUCTS

Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins Individuals
Lock-Butt	BIRD Insulated Bric-Siding	Giant Individuals
Tri-tab Hex		Copper-clipt
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal		Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
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BIRD CHROMALIN Floor Covering

Patterned	Plain	Jaspé	Chromasets
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Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons
Tack and Screw Boxes

NEPONSET Waterproof Paper Flower Pots
Plant Bands
Plant Boxes

Special Papers Division

Index Pressboard	Socket Lining Paper	Rocket Paper
Cartridge Paper and Wad	Fusee Paper	Cushion Plugs
Chip and News Boards	Mill Wraps and Heads	
Dry and Waterproof Papers for Special Purposes		
Industrial Filter Paper	Toe Cap Felt	
Innersole Board	Cloth Board	



{List of Bird Products on Inside Back Cover}

